



State of Tennessee
Department of Finance and
Administration
Compliance Review and
Implementation Plan
for
Title VI of the Civil Rights Act of 1964
and
Title IX of the Education
Amendments Act of 1972

October 1, 2008 Report

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1. SCOPE

This plan represents the Department of Finance and Administration's commitment to nondiscrimination, with a particular emphasis on services provided to the citizens of Tennessee.

1.1. Purpose

The purpose of this Department of Finance and Administration (F&A) Compliance Review and Implementation Plan is to meet the implementation planning and annual reporting requirements of *Tennessee Code Annotated*, § 4-21-901, *et seq.* and *Tennessee Code Annotated*, § 4-4-123. It is intended to detail F&A efforts and strategy to foster the intents of and ensure compliance with *Title VI of the Civil Rights Act of 1964* and *Title IX of the Education Amendments Act of 1972*.

1.2. Period Covered—2007-2008

The departmental process for ensuring and reviewing compliance with *Title VI of the Civil Rights Act of 1964* and *Title IX of the Education Amendments Act of 1972* has been assessed. Consequently, F&A has implemented an approach with an emphasis on implementation planning, follow-through and performance measurement.

1.3. Applicability—Departmental, Service Provider and Subrecipient Programs

The Department of Finance and Administration carries out its responsibilities both through its own administrative and program staff and through contracted programs.

As a recipient of federal financial assistance, the requirements of *Title VI of the Civil Rights Act of 1964* are applicable to all of the operations of the Department of Finance and Administration and to any entity to which federal funded financial assistance is extended. (*United States Code*, § 2000d-4a)

Accordingly, the charge—

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. (*United States Code*, § 2000d)

—is applicable to all of the programs, activities, and operations of the department and all service providers and subrecipient entities with which the department contracts utilizing state and federal funds.

Additionally, as a recipient of federal financial assistance for education activities, the requirements of *Title IX of the Education Amendments Act of 1972* are applicable to all of the operations of the Department of Finance and Administration and to any entity to which federal funded financial assistance for education activities is extended. (*United States Code*, § 1687)

The mandates of Title IX are:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . (*United States Code*, § 1681)

and

No person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission in any course of study by a recipient of Federal financial assistance for any education program or activity, but nothing herein shall be construed to require any such institution to provide any special services to such person because of his blindness or visual impairment. (*United States Code*, § 1684)

Both are applicable to all of the programs, activities, and operations of the department and all service provider and subrecipient entities with which the department contracts for education activities utilizing state and federal funds.

1.4. Definitions of Related Terms

Assurances—a written statement of agreement signed by one legally authorized to contractually bind an entity in which the signatory agrees on behalf of the organization to administer federally assisted program in accordance with all applicable laws and regulations including those applicable to nondiscrimination.

Beneficiary—person to whom assistance, services, or benefits are ultimately provided pursuant to a state administered or contracted program. Potential Beneficiaries are those persons who are eligible to receive program benefits and services.

Compliance—fulfillment of the requirements of *Title VI* and *Title IX*, other applicable laws, implementing regulations, and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, national origin, gender or visual impairment.

Complaint—a written allegation of discrimination which indicates that a program is operated in such a manner that it results in disparity of treatment to persons or groups of persons because of race, color, national origin, gender or visual impairment.

Contractor—a person or entity that agrees to perform services at a specified price either pursuant to a contract or grant. The state must determine for each contract whether it establishes a vendor or a Subrecipient relationship with the state.

Compliance Reviews—regular, systematic inspections of agency programs conducted to determine compliance with *Title VI* and *Title IX* requirements as well as the intents of this implementation plan. Compliance reviews are intended to help to measure the effectiveness of agency efforts to foster the intents of *Title VI* and *Title IX*. Compliance reviews may be conducted by means of either on-site or desk reviews of programs and associated documentation. These reviews may identify problems such as denial of full benefits, barriers to participation, different treatment, lack of selection to advisory boards and planning committees, lack of information, or denial of the right to file a complaint.

Desk Review—a desk review is a structured paper review of statistical and narrative information submitted by recipients or agency program offices of compliance information obtained before or without going on-site and may include routine reviews of assurance forms or other documents to ensure that they have been properly completed.

Discrimination—involves making an illegal distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, national origin, gender visual impairment, or other characteristic deemed to be “protected” from discrimination under federal or state law.

Federal Assistance—any funding, property, or aid provided by the federal government.

Limited English Proficiency—the inability to speak, read, write or understand the English Language at a level that permits an individual to effectively interact with service providers.

Monitoring—a review process used to determine a subrecipient's compliance with the requirements of a state and/or federal program, applicable laws and regulations, and stated results and outcomes.

Noncompliance—failure to comply with *Title VI of the Civil Rights Act of 1964*, *Title IX of the Education Amendments Act of 1972*, or other applicable nondiscrimination and civil rights laws.

Post-Award Review—a routine inspection of agency programs during and after federal assistance has been provided to the beneficiary or recipient. These reviews may be cyclical or based on a priority system contingent upon the potential for noncompliance in individual programs. Reviews are normally conducted through on-site visits; however, desk reviews and other mechanisms may also be used to assess the operation of programs. A post-award review may result in a written report that shows compliance status. When necessary, the report will contain recommendations for corrective action. If

noncompliance is identified, technical assistance and guidance will be provided to result in voluntary compliance. If voluntary compliance cannot be secured, formal enforcement action is then initiated.

Pre-Award Review—a review of the proposed operations of a program applicant prior to the approval of a contract and the establishment of a Subrecipient relationship. The department must determine that the program or facility will be operated such that program benefits will be equally available to all eligible persons without regard to race, color, national origin, gender, or visual impairment. The applicant may provide methods of administering the program designed to ensure that the program would comply with all applicable regulations, and correct any existing or developing instances of noncompliance.

Public Notification—communication and publicizing information by means of newspapers; newsletters; periodicals; radio and television; community organizations; and grassroots and special needs directories, brochures, or pamphlets. Such may include but is in no way limited to information about *Title VI* and *Title IX*, F&A's processes related thereto, statements of nondiscrimination, as well as the availability of programs, services and benefits.

Subrecipient—a non-federal entity that expends state or federal funds under a contract with the state which provides for the contractor to carry out a state or federal program. A Subrecipient is distinguished from a vendor in the nature of the relationship that exists between the state and the contractor. In determining whether a contractor is a Subrecipient or a vendor, the substance of the relationship with the state is more important than the form of the agreement. To distinguish between Subrecipients and vendors, it is necessary to exercise judgment using the following characteristics from the federal, OMB Circular A-133:

Subrecipient—	Vendor—
<ul style="list-style-type: none"> ▪ determines who is eligible to receive state or federal assistance through the program administered by the contractor ▪ has performance measured against whether the objectives of the state or federal program are met ▪ has responsibility for programmatic decision making ▪ has responsibility for adherence to applicable state or federal program compliance requirements ▪ uses state or federal funds to carry out a program of the state as compared to providing goods or services to a program of the state 	<ul style="list-style-type: none"> ▪ provides the goods or services to many different purchasers ▪ provides the goods or services within normal business operations ▪ operates in a competitive environment ▪ provides goods or services that are ancillary to the operation of the state or federal program ▪ is not subject to compliance requirements of the state or federal program

It should be noted that program compliance requirements do not pass through to a vendor.

Subrecipients make programmatic decisions, determine eligibility for services, adhere to applicable State and/or Federal program compliance requirements, and have performance measured against program objectives. A vendor provides goods and services to many different purchasers within normal business operations in a competitive environment. The goods or services provided by a vendor are ancillary to the operation of the State and/or Federal program. A given service provider may be a Subrecipient for one grant while having a vendor relationship with the State for another contract.

2. ORGANIZATIONAL ENVIRONMENT

This section describes the Department of Finance and Administration strategic focus, key programs, and source of funds. It also presents workforce diversity statistics.

2.1. Strategic Focus

Finance and Administration (F&A) acts as the chief corporate office of state government. Many complex processes are required to achieve this mission. The governor's proposed budget for state government is developed with the oversight of the commissioner, the governor's chief financial officer. The department also manages centralized accounting and financial reporting of the state's financial activity. Other areas, which provide state government with the necessary infrastructure to work effectively, include the Office for Information Resources, Real Property Administration, Division of Insurance Administration, and Resource Development and Support.

Finance & Administration Mission Statement: To provide financial and administrative services, in partnership with public and private agencies, that enhance state government's ability to be a good steward of Tennessean's tax dollars.¹

2.2. Programmatic Overview

The Department of Finance and Administration was established by public act in 1961. The responsibilities of the department were originally derived from the Division of Finance and Administration established in 1959 and vested with all the authority, powers, and duties imposed by law on the Department of Budget, the Department of Accounts, and the Office of State Property Administration. Through the years, the responsibilities of F&A have evolved—reflecting the growing importance of information technology and the Commissioner of Finance and Administration's ever-expanding role as the Governor's chief cabinet officer. The department is comprised of the following major divisions/programs that carry out F&A's programmatic functions.

2.2.1. Administrative Services

The administrative services of this department include the management of the state's information system needs, the contracting of professional services, benefits management, program evaluation, and intra-departmental support.

Division of Administration

The Division of Administration provides administrative support services for the department, including the commissioner's office. Legal, fiscal, human resources, internal information systems, and billing services are managed by the division.

Office for Information Resources

The Office for Information Resources (OIR) facilitates the use of information systems and provides technical direction and assistance to agencies, as charged by the Commissioner of Finance and Administration and the Information Systems Council. OIR provides for statewide data, voice, and video operations; information systems planning; information technology training; and security policy, direction, and protection. OIR also provides solutions development and support; manages the state's website; and operates a data center that houses mainframes and distributed computers and data storage.

¹ See September 2007 Agency Strategic Plan, <http://www.state.tn.us/finance/bud/planning/2007SPVol1.pdf>.

Benefits Administration

The Division of Benefits Administration administers the state-sponsored insurance benefits directed by the State, Local Education, and Local Government Insurance committees. All health-care plans are self-insured and include preferred provider organization (PPO), point of service (POS), and health maintenance organization (HMO) options. Additionally, Benefits Administration administers the four Cover Tennessee healthcare programs: CoverTN, AccessTN, CoverKids, and CoverRx.

State Health Planning Division

The State Health Planning division is charged with developing and maintaining a state health plan, which is intended to guide the improvement of health-care programs supported by state government. In addition, funding is provided for the e-health initiative, which is designed to help improve efficiencies in the electronic exchange of health-care data between governmental entities and various organizations in the health-care community.

Resource Development and Support

The Resource Development and Support program is comprised of two core functions: contract review and approval and program operations audit and consulting. The division reviews and approves both service procurement processes and contracts; and carries out internal reviews, audits, and investigations to prevent fraud, abuse, and waste. Additional services provided include assisting state agencies in buying professional services and reviewing/approving professional contracts and helping state agencies solve management and operations problems by conducting operational process re-engineering studies, cost-benefit studies, and financial analysis.

Office of Criminal Justice Programs

The Office of Criminal Justice Programs secures, distributes, manages, and evaluates federal and state grant funds for criminal justice and victim services programs, such as Byrne Justice Assistance, STOP Violence Against Women, Family Violence Shelter, Victims of Crime and Drug Court grants. The office monitors the grantees to ensure that criminal justice and victim services funds are spent in accordance with federal and state guidelines.

Volunteer Tennessee (National and Community Service)

Volunteer Tennessee, formerly the Commission on National and Community Service, manages AmeriCorps subgrants, training, and disability outreach, funded through federal formula grants from the Corporation for National and Community Service, to meet needs in education, environment, low-income housing, child-abuse prevention, and health. The commission also provides training and evaluation services to the state Department of Education under a Learn and Serve America formula grant to increase academic learning and civic engagement, especially for at-risk youth. In addition, the commission administers national competitive AmeriCorps grants and Learn and Serve America community-based subgrants to after-school programs for methamphetamine abuse prevention.

Enterprise Resource Planning

The Enterprise Resource Planning division will deliver an integrated enterprise software solution for addressing the state's administrative functions, such as human resources, payroll, personnel, financial management, and procurement.

Division of Shared Services

The Division of Shared Services provides transactional services to small agencies, boards, and commissions within the executive branch. Services include accounting, budgeting, human resources, payroll, and procurement. As the Enterprise Resource Planning system comes online, the division will provide transitional and long-term standardization and operational support to agencies utilizing this service.

2.2.2. Fiscal and Management Services

This functional area develops and implements policies pertaining to the fiscal and managerial aspects of state government, including agency strategic planning, budgeting, accounting, and central state planning and policy development.

Division of Budget

In accordance with budget recommendations of the Governor and the Commissioner of Finance and Administration, the Division of Budget prepares the annual Budget Document and general appropriations bill for transmittal to the General Assembly. The division also is responsible for preparing the annual Work Program (enacted budget allotments) by adjusting the proposed budget to reflect final legislative action on the appropriations act and bond authorization act. The Budget includes both operational allotments and the capital outlay program. Throughout the year, the Division of Budget monitors spending by and state revenue collections of all state agencies. Under the 2002 Governmental Accountability Act, the Budget Staff assists the commissioner in overseeing the executive branch strategic planning process; program performance monitoring and reporting; and preparing, based on state agency plans, an agency strategic plans document for transmittal to the General Assembly.

Division of Accounts

The Division of Accounts maintains a system of general accounts. The division examines and approves all contracts and payrolls to ensure that funds are allotted and available for payment of obligations; audits and approves all payrolls and charges to the state to ensure appropriateness; makes monthly reports of receipts, expenditures, appropriations, allotments, encumbrances, and authorized payments; and reports any illegality or misappropriation of public properties to the Comptroller of the Treasury. The division also ensures state compliance with the Cash Management Improvement Act of 1990 and the federal Single Audit Act and plays an integral role in the development of the state's Comprehensive Annual Financial Report (CAFR).

Governor's Office of State Planning and Policy

The Governor's Office of State Planning and Policy provides research and policy-development assistance to the Governor and the Commissioner of Finance and Administration. Responsibilities include long-range planning, program development, policy research, and interagency planning coordination.

2.2.3. Capital Projects and Facilities Management Services

Facilities management services include the planning, construction, and utilization of state-owned real property. Included among this property are facilities which are part of the state office buildings and support facilities revolving fund.

Real Property Administration

The Real Property Administration program supervises all capital outlay projects involving any improvement or demolition of real property in which the state has an interest. The program must enforce the provisions of the Tennessee Public Buildings Accessibility Act, as well as the Tennessee Energy Conservation code. The program also makes space assignments, prepares long-range housing plans, manages leases, analyzes space needs and floor plans for departments, and coordinates their moves

2.2.4. TennCare Fraud and Abuse Prevention

Office of Inspector General

The Office of Inspector General was created to help prevent, identify, investigate, and prosecute individuals who commit or attempt to commit fraud or abuse in the TennCare Program, which is the state's Medicaid waiver health-care program.

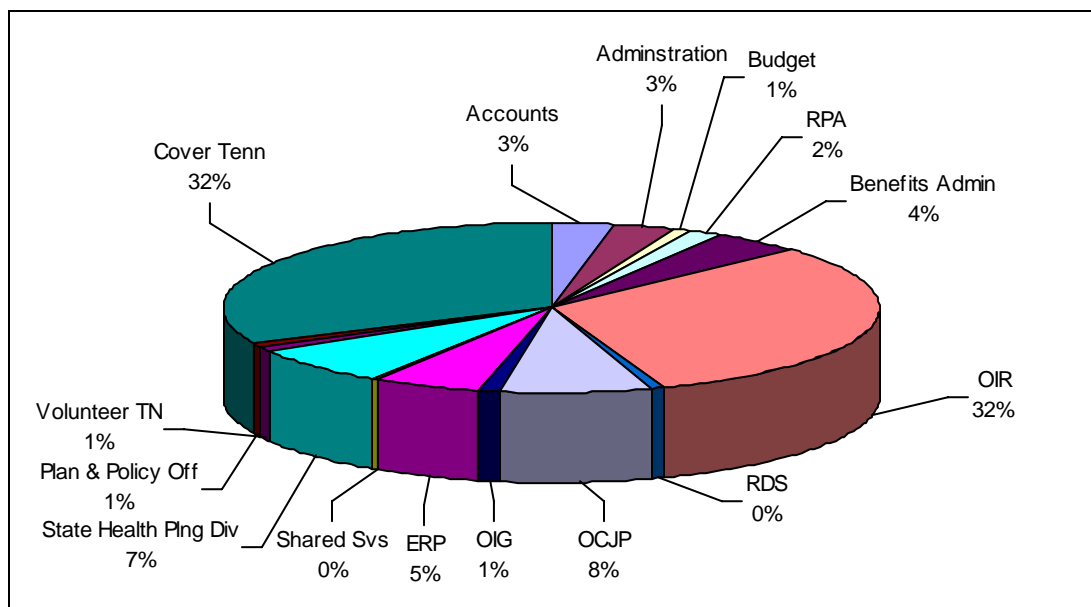
2.3. Budget Overview

The Department of Finance and Administration's estimated operational budget, including payroll, for fiscal year 2008 is \$508,472,500. This total budget amount is comprised of \$345,832,900 for general government programs and \$162,639,600 for the Cover Tennessee health and social services program.

EXHIBIT 1 – DEPARTMENTAL BUDGET BY DIVISION AND BY SOURCE

	State	Federal	Other	Total
Accounts	0	0	16,144,700	16,144,700
Administration	1,772,900	0	13,476,700	15,249,600
Benefits Administration	0	0	21,917,100	21,917,100
Budget	3,657,200	0	0	3,657,200
Cover Tennessee	96,031,500	66,408,100	200,000	162,639,600
Criminal Justice Programs (OCJP)	8,997,700	27,628,400	1,710,900	38,337,000
Enterprise Resource Planning	13,000,000	0	14,235,600	27,235,600
Office for Information Resources (OIR)	2,275,000	0	157,997,200	160,272,200
Resource Development and Support (RDS)	1,727,000	0	191,500	1,918,500
Real Property Administration (RPA)	3,760,600	0	5,421,200	9,181,800
Shared Services Division	0	0	882,600	882,600
State Health Planning Division	17,887,700	972,200	18,559,700	37,419,600
State Planning and Policy Office	3,219,500	0	0	3,219,500
TennCare Office of Inspector General (OIG)	10,000	0	5,787,500	5,797,500
Volunteer Tennessee	238,600	4,166,100	195,300	4,600,000
TOTAL	152,577,700	99,174,800	256,720,000	508,472,500

From Governor's Recommended Budget for Fiscal Year 2008-2009, using estimated figures for 2007-2008: <http://www.state.tn.us/finance/bud/bud0809/0809Document.pdf>.



2.4. Contract/Grant Program Overview

The Department of Finance and Administration carries out its responsibilities through both its own administrative and program staff as well as through contract/grant programs. The contracted programs are vital to F&A's success in a number of program areas and account for a significant portion of departmental resources. The service procurement accountability continuum can be found in APPENDIX 1.

The department's contracts are representative of both "Subrecipient" and "vendor" relationships. In those cases in which a contract (or grant) creates a "Subrecipient" relationship as opposed to a "vendor" relationship (as defined by OMB Circular A-133), the contractor is deemed a Subrecipient with unique obligations to the state and federal government including compliance with *Title VI* and *Title IX* requirements. Contractors reimbursed with federal funds are also subject to these requirements.

2.4.1. Federal Funding Sources

To provide more detail regarding the sources and amounts of the federal funds received by F&A, EXHIBITS 2 and 3 provide a breakdown of F&A's federal funding by source and recipient program area. Four program areas within F&A receive and administer funding from the federal government. The Office of Criminal Justice Programs (OCJP), and Volunteer Tennessee both administer grant programs. The other two areas, Cover Tennessee and eHealth, award both grants and contracts to fulfill their responsibilities.

EXHIBIT 2 – CONTRACT/GRANT PROGRAMS RECEIVING FEDERAL FUNDS

OCJP

Budgeted Federal funds	Program Description
\$2,671,091	Edward Byrne Justice Administration Grant — formula grant programs set up to assist state and local criminal justice agencies in reducing illegal drug and violent crime activities. Some special issues addressed by this program include improvement of criminal history records in Tennessee, community policing, domestic violence prevention and intervention, school violence prevention, drug offender prosecution and treatment, and correctional systems improvement.
\$162,459	Residential Substance Abuse Treatment Program (RSAT) —provides for substance abuse treatment programs for state and local prisoners in state and local correctional facilities.
\$6,106,000	Victims of Crime Act (VOCA) —provides high quality services that directly improve the health and well-being of victims of crime with priority given to victims of child abuse, domestic violence, and sexual assault and services for previously under-served victims.
\$2,679,480	Family Violence Shelter Services (FVS) —a federal program funded through the Department of Health and Human Services that supports domestic violence shelters and the work they do across the state of Tennessee.
\$222,951	Paul Coverdell Forensic Science Improvement Program — provides grants to States and units of local government to help improve the quality and timeliness of forensic science and medical examiner services. Among other things, funds may be used to eliminate a backlog in the analysis of forensic evidence; and to train and employ forensic

	laboratory personnel, as needed, to eliminate such a backlog.
\$2,235,454	STOP Violence Against Women Program —a federal program funded through the Department of Justice whose purpose is to promote a coordinated, multi-disciplinary approach to improving the criminal justice system's response to violence against women. It envisions a partnership among law enforcement, prosecution, courts and victim advocacy organizations to enhance victim safety and hold offenders accountable for their crimes of violence against women.

Volunteer Tennessee

Budgeted Federal funds	Program Description
\$2,628,856	AmeriCorps —the new “domestic Peace Corps” where many Tennesseans are getting things done through service in exchange for help financing their higher education or repaying their student loans. AmeriCorps seeks to harness the energy and idealism of Tennesseans who are dedicated to making their communities and the country a better place to live. Tennessee has 12 AmeriCorps programs across the state.
\$592,676 \$197,676 <i>received through Dept of Education</i>	Learn and Serve —programs by which students learn and develop through active participation in thoughtfully organized service experiences that meet actual community needs. Service experiences are coordinated in collaboration with the school and community. The service experience is integrated into the students' academic studies with structured time for students to research, reflect, discuss, and connect their experiences to their own lives in a meaningful way. In Tennessee, twenty grants are given to community based non-profit organizations, which work with school systems to develop hands-on learning programs that complement academic curricula. Participants are students identified as “at risk” collaboratively by the non-profit organizations and the school systems.

Cover Tennessee

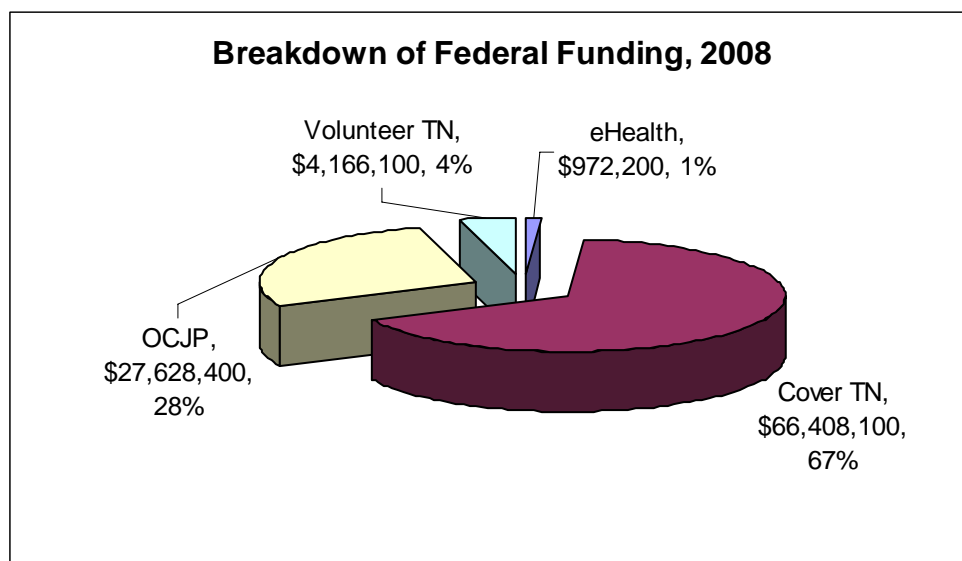
Note that only the two Cover Tennessee programs below receive federal dollars. The other two -- CoverTN (the affordable, portable basic healthcare coverage program) and Cover Rx (the pharmacy assistance program) --- are funded solely through state dollars.

Budgeted Federal funds	Program Description
\$1,000,000	<i>The AccessTN program</i> was created by law in 2006 to make health-care coverage available to uninsurable Tennesseans. This program operates as a high-risk pool for those who were denied insurance previously due to disqualifying medical conditions. Premiums for AccessTN coverage are from 150 to 200 percent of comparable commercial rates, and premium assistance funding is available for those who qualify financially. Federal funds were for seed grant monies.
\$63,600,000	<i>The CoverKids program</i> is Tennessee's State Children's Insurance Program and receives its funding through Title XXI of the Social Security Act. The program was created by law in 2006 to provide health care coverage to Tennessee children whose family income is less than 250 percent of the federal poverty level (FPL) and, for a premium, to make coverage available to children whose family income is more than 250 percent of FPL. The program provides comprehensive health care benefits that are comparable to those in the state health plans (state employee, local government, and local education agency plans).

eHealth

Budgeted Federal funds	Program Description
\$5,189,466	<i>AHRQ Grant</i> with Vanderbilt University. The State is partnering with Vanderbilt University to administer and receive a grant through Agency for Healthcare Research and Quality (AHRQ) to fund a Demonstration Project in West Tennessee.

EXHIBIT 3 – BREAKDOWN OF F&A FEDERAL FUNDING



From Governor's Recommended Budget for Fiscal Year 2008-2009, using estimated figures for 2007-2008: <http://www.state.tn.us/finance/bud/bud0809/0809Document.pdf>.

2.5. Agency Organization

APPENDIX 2 displays the organizational chart for the Department of Finance and Administration. As of June 2008 the senior staff responsible for F&A consists of the following individuals:

Title	Individual	Demographics
Commissioner	Dave Goetz	White, male
General Counsel	Martha Nichols	White, female
Executive Admin. Assistant	Pat Pentecost	White, female
Deputy Commissioner	Mike Morrow	White, male
Chief of Accounts	Jan Sylvis	White, female
Director, Enterprise Resource Planning	Stephanie Richardson	White, female
Director, Benefits Administration	Laurie Lee	White, female
Director, Health Planning	Jeff Ockerman	White, male
Inspector General	Deborah Faulkner	White, female
Assistant Commissioner	Buddy Lea	White, male
Director, Budget	Bill Bradley	White, male
Chief Information Officer	Mark Bengel	White, male
Assistant Commissioner	Vacant	
Director, Shared Services	Carol White	White female
Director, State Planning	Vacant	
Director, Business & Finance	Maureen Abbey	White, female
Director, Human Resources	Renee Jackson	White, female
Director, Office of Shared Technology Services	Hope Bragg	White, female
Director, Billing Services	Gene Naifeh	White, male

2.6. Workforce Diversity

F&A recognizes that workforce diversity is an asset to the organization. Ideally, the department's workforce would reflect a variety of race, color, national origin, and gender across all classifications and at all salary levels. This, of course, is significantly dependent upon the availability of potential, qualified employees reflecting such diversity.

To succeed in achieving the goal of workforce diversity, F&A is focused upon two aspects of departmental workforce diversity—recruitment and retention. F&A's Human Resources Office, seeing these needs, has developed a departmental recruitment package to introduce potential employees to the opportunities and benefits offered by F&A employment.

F&A divisions will implement recruitment efforts (in addition to the traditional Department of Human Resources register system) to meet business needs. These efforts will focus on seeking qualified applicants and meeting the department's business needs in the area of diversity. This focus can be executed in the following ways:

- recognize and articulate diversity as an important business need of the department;
- concentrate and direct recruitment communications to organizations and institutions having either historical or mission-driven associations with protected beneficiary groups;
- practice a commitment to interview a significant proportion of qualified people representing protected beneficiary groups; and
- collect and review divisional data focusing on the issues of recruitment and diversity.

Retention of valued employees can enhance F&A's responsiveness to an increasingly diverse world of customers and expand the ability of the organization to cope with change and creatively address emerging issues and opportunities. F&A's long-term retention strategies include such efforts as:

- communicating the value of workforce diversity by recognizing that our strength is in our differences;

- sending all new hires and newly promoted supervisory staff to respectful workplace (workplace harassment) training;
- emphasizing diversity in the nomination of candidates for Tennessee Government Executive Institute (TGEI) and Tennessee Government Management Institute (TGMI);
- reviewing and assessing key processes and practices to achieve workforce diversity;
- emphasizing diversity in the annual employee appreciation program, monthly newsletters, and highlights of program achievements; and
- considering diversity implications in any succession planning or mentoring programs.

To ensure success in departmental workforce diversity, continued data collection regarding actual workforce diversity is also crucial. The department's Executive Leadership Team must then use this data to continually hone F&A's recruitment and retention efforts (through periodic reviews and analysis). It is also very important that, along with employing a diverse workforce, F&A ensure diversity of participation in the department's key decision making. To execute this commitment, F&A divisions will continue to consider and emphasize diversity in the make-up of committees and work groups.

EXHIBIT 4 – F&A WORKFORCE DIVERSITY*

* as of June 2008

F&A Employees	White Male	Black Male	Other Male	Hispanic Male	White Female	Black Female	Other Female	Hispanic Female	Total Employees
TOTAL	444	60	16	3	390	81	15	2	1011

Total F&A Employees, 2008

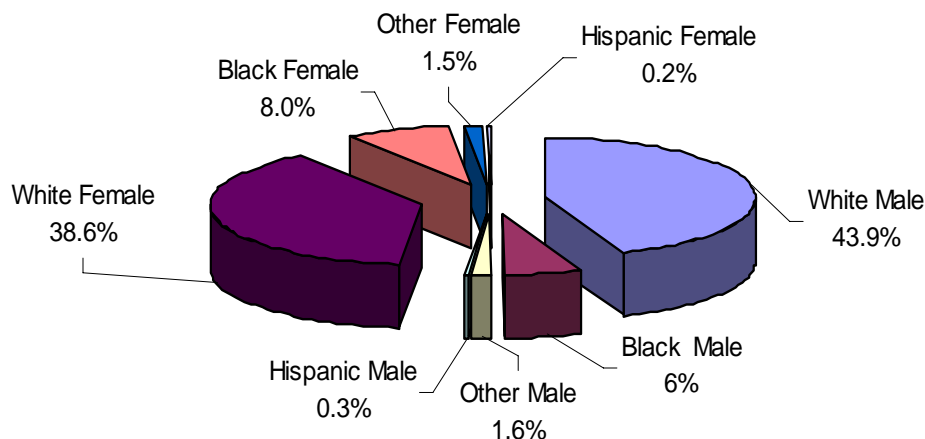


EXHIBIT 5 – F&A EMPLOYEES AND WORKFORCE AVAILABILITY*

*as provided by the State of Tennessee Affirmative Action Planning System (June 2008)

EEO Category/Job Group	PERCENT OF CURRENT WORKFORCE				PERCENT AVAILABILITY		
	White	African American	Other	Female	African American	Other	Female
Officials/Administrators Division of Administration 1/10001	89.5	10.5	0.0	68.4	4.3	3.0	50.1
Officials/Administrators Division of Budget 1/10002	96.5	3.6	0.0	32.1	4.0	1.3	38.4
Officials/Administrators Office for Information Resources 1/10003	85.2	11.0	3.7	29.6	3.9	2.6	40.0
Officials/Administrators Division of Insurance Administration 1/10004	80.0	15.0	5.0	70.0	8.3	3.2	53.2
Officials/Administrators Division of Accounts 1/10005	94.4	5.6	0.0	61.1	6.4	1.3	60.0
Officials/Administrators Division of Resource Development & Support 1/10007	100.0	0.0	0.0	22.2	2.8	0.9	44.5
Officials/Administrators Division of Real Property Administration 1/10010	93.3	6.7	0.0	20.0	4.7	2.2	10.6
Officials/Administrators Office of Inspector General 1/10012	100	0.0	0.0	57.1	9.4	1.3	32.0
Officials/Administrators Health Planning 1/100115	50.0	0.0	50.0	0.0	0.0	0.0	0.0
Officials/Administrators Enterprise Resource Planning 1/10017	90.0	10.0	0	40.0	2.8	0.8	50.5
Officials/Administrators Shared Services 1/10018	100	0.0	0.0	50.0	0.0	0.0	0.0
Officials/Administrators State Planning 1/10023	100	0.0	0.0	0.0	0.0	0.0	0.0
Professionals Division of Administration 2/20001	79.6	17.3	3.2	50.5	17.8	4.3	65.9
Professionals Division of Budget 2/20002	0.0	100	0.0	100.0	11.0	1.9	66.6

EEO Category/Job Group	PERCENT OF CURRENT WORKFORCE				PERCENT AVAILABILITY		
	White	African American	Other	Female	African American	Other	Female
Professionals Office for Information Resources 2/20003	85.8	10.2	3.9	28.9	12.4	4.0	33.7
Professionals Division of Insurance Administration 2/20004	69.4	30.6	0.0	70.0	21.5	0.7	85.9
Professionals Division of Accounts 2/20005	88.9	7.4	3.7	61.1	8.1	3.0	64.3
Professionals Division of Resource Development & Support 2/20007	73.7	23.7	2.6	45.0	12.8	2.3	53.1
Professionals Division of Real Property Administration 2/20010	82.2	17.8	0.0	51.1	6.4	1.3	26.9
Professionals Office of Inspector General 2/20012	78.4	13.5	8.1	78.4	16.0	2.3	48.2
Professionals Health Planning 2/20015	100	0.0	0.0	60.0	0.0	0.0	0.0
Professionals Enterprise Resource Planning 2/20017	83.6	11.3	5.2	58.8	8.0	2.8	50.3
Professionals Shared Services 2/20018	66.7	33.3	0.0	66.7	0.0	0.0	0.0
Professionals State Planning 2/20023	100	0.0	0.0	50.0	0.0	0.0	0.0
Administrative Support Division of Administration 6/60001	86.7	6.7	6.7	73.3	18.6	3.2	75.9
Administrative Support Division of Budget 6/60002	100	0.0	0.0	100.0	6.4	0.9	97.6
Administrative Support Office for Information Resources 6/60003	72.0	26.0	2.0	30.0	16.1	0.9	72.8
Administrative Support Division of Benefits Administration 6/60004	100	0.0	0.0	74.2	11.4	0.9	97.6
Administrative Support Division of Accounts 6/60005	69.5	19.5	11.2	77.8	17.1	2.4	87.1
Administrative Support Division of Resource Development & Support 6/60007	100	0.0	0.0	100	0.0	0.0	0.0

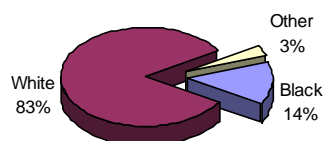
EEO Category/Job Group	PERCENT OF CURRENT WORKFORCE				PERCENT AVAILABILITY		
	White	African American	Other	Female	African American	Other	Female
Administrative Support Division of Real Property Administration 6/60010	100.0	0.0	0.0	100	6.4	0.9	97.6
Administrative Support Office of Inspector General 6/60012	57.2	42.9	0.0	71.4	19.7	0.9	90.9
Administrative Support Health Planning 6/60015	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Support Enterprise Resource Plan 6/60017	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Support Shared Services 6/60018	100	0.0	0.0	100	0.0	0.0	0.0
Administrative Support State Planning 6/60023	0.0	0.0	0.0	0.0	0.0	0.0	0.0

EXHIBIT 6 – F&A WORKFORCE DIVERSITY BY JOB CATEGORIES

* as of June 2008

JOB CATEGORY	White Male	Black Male	Other Male	Hispanic Male	White Female	Black Female	Other Female	Hispanic Female	Total Employees	Percent
Officials/ Administrators	84	4	3	0	62	7	0	1	161	15.9%
Professional	315	43	10	1	273	60	13	1	716	70.8%
Protective Service: Sworn	8	2	0	0	2	0	0	0	12	1.2%
Administrative Support	37	11	2	1	52	13	2	1	119	11.8%

F&A Workforce Diversity by Ethnicity



F&A Workforce Diversity by Gender

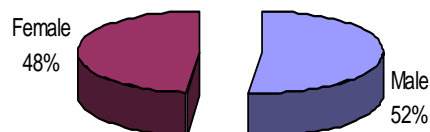
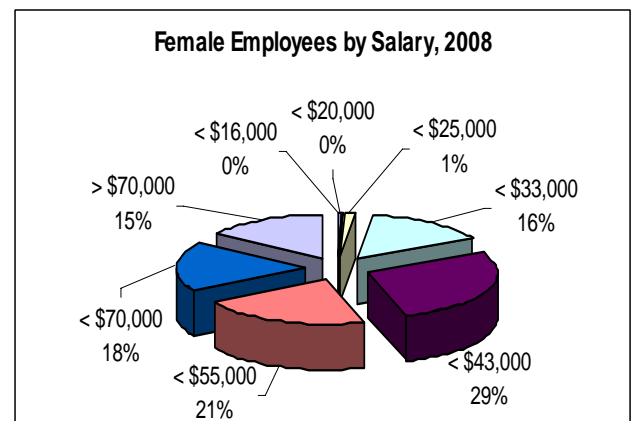
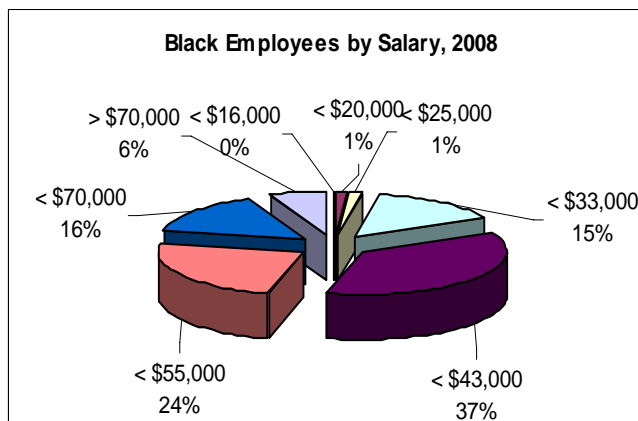
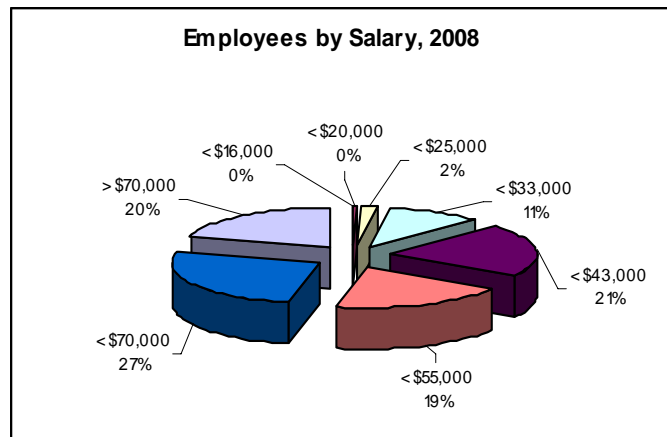


EXHIBIT 7 – F&A WORKFORCE DIVERSITY BY SALARY*

* as of June 2008

SALARY RANGE	White Male	Black Male	Hispanic Male	Other Male	White Female	Black Female	Hispanic Female	Other Female	Total Employees
< \$16,000	0	0	0	0	1	0	0	0	1
< \$20,000	2	1	0	0	1	1	0	0	5
< \$25,000	7	1	1	1	6	1	0	0	17
< \$33,000	25	5	0	1	54	16	2	4	107
< \$43,000	54	21	0	4	99	30	0	6	214
< \$55,000	76	16	0	0	84	18	0	2	196
< \$70,000	165	10	1	3	75	12	1	1	268
> \$70,000	115	6	0	7	70	3	0	2	203
TOTAL	444	60	2	16	390	81	3	15	1011



3. APPROACH AND ORGANIZATION

This section describes how the Department of Finance and Administration's civil rights function is organized to implement its Title VI and Title IX responsibilities. The Plan takes a proactive approach to preventing discrimination by focusing on planning, follow-through and performance management.

3.1. Planning and Implementation

Planning and implementation of F&A's efforts with regard to *Title VI* and *Title IX* compliance is an ongoing process addressed throughout the year.

Because the strategies for success with both *Title VI* and *Title IX* are similar, this effort consolidates the planning, implementation, and compliance review associated with both. This plan is intended to proactively achieve the intents and the positive business results of *Title VI* and *Title IX* requirements. *Title VI* and *Title IX* focus not only on nondiscrimination, but also equity, access, diverse perspectives, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. Recognizing this means that F&A is committed to implementation, follow-through and performance measurement.

Broadly speaking, the four primary goals encompassed by this plan include:

- To ensure that grants and contracts are awarded without regard to race, color, national origin or gender;
- To ensure equality in the delivery of services to contract and grant beneficiaries;
- To ensure equality in all employment practices within F&A as well as by grantees and vendors; and
- To resolve any complaints arising from allegations of inequality.

3.2. Responsibilities and Resources Committed to Title VI and Title IX Compliance

The Commissioner of Finance and Administration is responsible for departmental compliance with the provisions of *Title VI of the Civil Rights Act of 1964* and *Title IX of the Education Amendments Act of 1972*. As the chief corporate office of state government, F&A has responsibilities with bearing on statewide compliance as well as those with departmental compliance. Each F&A Division Executive is responsible for *Title VI* and *Title IX* plan goals, implementation and related performance, within each of the operational areas of the department.

3.2.1. Statewide Approach

The Department of Finance and Administration has committed significant resources to program areas with a direct impact on *Title VI* and *Title IX* implementation planning and compliance review efforts as well as the intents and purposes of those mandates. Finance and Administration's Policy 22 requires subrecipient contract monitoring to be conducted by all state agencies with such contractual relationships. The policy is structured to create consistency in monitoring activities across various state agencies and to ensure that core-monitoring areas are reviewed by monitoring groups. *Title VI* is a Policy 22 required core monitoring area, meaning that, when applicable, tests to ensure *Title VI* compliance must occur during subrecipient monitoring reviews. State agencies conducting this monitoring will refer to an advisory memorandum, issued by the Tennessee Title VI Compliance Commission, for guidance on how to effectively monitor the compliance efforts of their subrecipients. This memo advises state agencies to

“have an effective and verifiable oversight and monitoring program in place to monitor its subrecipient’s compliance with Title VI”.

While the monitoring of subrecipient contracts is the responsibility of those state agencies with such contractual relationships, F&A’s Office of Audit and Consulting Services provides review and oversight of agency monitoring plans to help ensure that all Policy 22 requirements, including subrecipient *Title VI* compliance, are met.

3.2.2. Departmental Approach

In fiscal year 2000-2001, the *Title VI* and *Title IX* coordination function was added to the responsibilities of the Division of Resource Development and Support (RDS). RDS is a diverse division involved with many aspects of managing state resources. RDS is responsible for promoting efficient government through the effective use of diversity, results-oriented service procurement, and sound financial, programmatic and grant management practices. RDS’s functional areas with statewide impact include:

- Procurement and Contracting Information and Support
- Service Procurement Review and Oversight
- Subrecipient Monitoring Plan Review and Oversight

Through its components the division provides programmatic services in the areas of criminal justice and volunteerism toward developing resources and capacity within the state to better meet citizens' needs in those areas. The division also provides a broad range of financial management support services and oversight for all state agencies both on an ad hoc and continuing basis through the following program areas:

- Office of Audit and Consulting
- Office of Contracts Review
- Office of Criminal Justice Programs
- Volunteer Tennessee

The individual designated as the Title VI/Title IX Coordinator for the department is:

Title VI/Title IX Coordinator Emily Passino, Ph.D., Senior Management Consultant

Phone Number: 615.741.6030

Facsimile: 615.532.1892

Email: Emily.M.Passino@state.tn.us

The Coordinator’s responsibilities include, but are not limited to, the following:

- Developing and monitoring implementation of F&A *Title VI/Title IX* compliance plan
- Coordinating periodic evaluations of all aspects of F&A activities to ensure programs and services are being conducted without discrimination on the basis of race, color, national origin or gender
- Contributing to policy relating to nondiscrimination

- Ensuring proper notice is given to employees and outside parties regarding F&A's policy of nondiscrimination
- Coordinating pre- and post-award compliance reviews to ensure that all funds are disbursed and services are provided on an equal opportunity basis, and
- Coordinating the review and investigation of complaints.

3.3. Title VI and Title IX Policy

The department's Executive Leadership Team (ELT), comprised of the Deputy Commissioner of Operations and the Executives of the departmental divisions, is responsible for establishing departmental *Title VI* and *Title IX* policy.

3.3.1. Encouraged Practices

The Department of Finance and Administration is committed to establishing the highest quality working relationships that we share with each other, our service providers and citizens. We believe that maximum and proactive effort in the area of diversity and non-discrimination will prove conducive to the achievement of those quality relationships. The following are values upon which we base this effort:

- **Honesty**—We place a great deal of worth on the importance of honesty and integrity. The success of an effective implementation plan is contingent upon the establishment of productive relationships in which truth and honesty are paramount.
- **Commitment/Dedication**—The success and effectiveness of this implementation plan and any program lies largely with the level of commitment and dedication that those fostering its growth possess. We in the Department of Finance and Administration are dedicated to the successful daily implementation of this plan and these stated values as well as the achievement of our program mission.
- **Appreciation**—We believe that in order to truly serve as an advocate and a catalyst for improvement that you must first develop an appreciation for the worth of the improvement that you seek to achieve. We appreciate the value of diversity and the infinite potential for advancement that diverse contributions represent.
- **Awareness**—The development of improved working relationships depends upon the knowledge and awareness that improvement is warranted. We strive to be ever cognizant of the need to improve and to the development of innovative mechanisms to effectuate that improvement.
- **Progressiveness**—We value the importance of diversity and different perspectives. We strive to be a herald in Tennessee State Government for the recognition and appreciation of innovative and different mechanisms for building and maintaining quality relationships with all people.

3.3.2. Prohibited Practices

Prohibited practices (either by departmental or contract/grantee staff) include but are clearly not limited to:

- denying any individual any services, opportunity, or other benefit for which he or she is otherwise qualified;
- providing any individual with any service or other benefit, which is different or is provided in a different manner from that which is provided to others under the program;

- subjecting any individual to segregated or separate treatment in any manner related to his or her receipt of service;
- restricting any individual in any way in the enjoyment of services; facilities; or any other advantage, privilege, or other benefit provided to others under the program;
- adopting methods of administration that would limit participation by any group of recipients or subject them to discrimination;
- addressing an individual in a manner that denotes inferiority because of race, color, national origin or gender;
- subjecting any individual to incidents of racial, ethnic or sexual harassment, the creation of a hostile work environment, and a disproportionate burden of environmental health risks on minority communities.

3.4. Outreach

Because F&A does not provide direct services to clients, the primary aspect of this responsibility to be undertaken with respect to *Title VI* and *Title IX* is that of notifying public and non-profit agencies of the availability of opportunities for contracts and grant funds. Notices of availability of funding are disseminated through the media and posted on the department's website, as displayed in APPENDIX 3. For example, statewide Requests for Proposals are published on <http://www.state.tn.us/finance/rds/ocr/rfp.html>. In addition, OCJP and Volunteer Tennessee post their grant opportunities on their websites: <http://tennessee.gov/finance/rds/ocjp.htm>, and <http://tennessee.gov/finance/rds/tcnscs.html>, respectively.

It should also be noted, however that as discussed further below, all service providers awarded grants or contracts are required to ensure that appropriate outreach to program beneficiaries is undertaken as appropriate. OCJP offers an on-line administrative manual for subrecipients which is updated annually with subrecipients receiving updates in the form of a memo for any significant mid-year changes. Furthermore, F&A provides any and all information sent from the Federal Government -- brochures, manuals, directives, memos, and the like -- directly to subrecipient agencies, who in turn provide this information to the consumers/clients of their federally funded projects. Such efforts are monitored in the monitoring site visit. Monitors routinely discuss Title VI/Title IX compliance with subrecipient agencies and contract vendors.

OCJP Grant Notification process: Potential applicants of OCJP's federal and state funding are notified through written notification of funding availability meetings, through e-mail notifications as well as funding availability notifications posted on our website. Training and technical assistance is provided at regional informational meetings related to how applications should be developed and submitted

Applications are completed on-line on our website. Throughout the application process, technical assistance is available related to application requirements.

OCJP Grant Award Process: Each application is reviewed for financial and programmatic completeness. Each application will be rated based on the applicant agency's ability to provide a logical description of how their project theoretically works to benefit the target group. The project description must tie goals, activities, outputs and outcomes together in a logical fashion. Applications will undergo a stringent review. Competitive applications are reviewed by a team of reviewers with expertise in effective program design. The reviews emphasize the program's understanding of its targets, its purpose and intended outcomes. All competitive applications will undergo a final review by OCJP staff.

3.5. Notifications

F&A must take appropriate steps to communicate the Title VI and Title IX Policy and Issues Resolution Process throughout the entire Department of Finance and Administration, its sub-recipients, vendors and the general public. The following are methods that are currently used as well as others that the department will use to communicate the Title VI and Title IX Policy and information about the Issues Resolution Process.

3.5.1. Employee Notification

The Department of Finance and Administration Employee Orientation Training Session offered by the Human Resources Office (HRO) briefly addresses the policy and the issues resolution process. Every newly hired F&A employee, during an orientation session, usually conducted on the first day of work, receives an employee manual, which contains the policy, forms and complaint procedures related to both Title VI and Title IX.

In addition, the information, as well as the most recent plan itself, can be found on the Department of Finance and Administration Website. Policy, procedures and forms are on the intranet (<http://www.intranet.state.tn.us/finance/admin/empinfo.htm>) with links from the Employee Information page. The report itself is on the department's public website.

The policy as well as notification about the issues resolution process is posted in conspicuous places throughout department workspaces.

Occasionally, during periodic organizational employee improvement retreats, the policy is further discussed and explained and any results of efforts discussed.

3.5.2. Service Provider/Subrecipient Notification

All grants/contracts with Subrecipients of federal funds currently must include language which stipulates that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the delivery of the program for which the funds will be used or in the employment practices of the Subrecipient on the grounds of race, color, national origin, or sex.

Subrecipients have received information from the grantor division detailing the Title VI and Title IX policy and stipulating that cooperation and support are expected.

Subrecipients will be expected to develop a Title VI and Title IX plan and a complaint resolution process to govern the program(s) for which the funds will be used.

The national E-grants application system for AmeriCorps includes a survey on ensuring equal opportunity for applicants. While TN does not have access to that data, if we were out of compliance, presumably we would be contacted.

Each application for funds must include a written assurance that the program(s) for which the funds will be used will be carried out in a manner so as to comply with Title VI and Title IX requirements.

All Subrecipients shall designate those responsible for handling Title VI and Title IX compliance and complaint resolution.

3.5.3. Public Notification

The Title VI and Title IX policy and issues resolution process is available on the Department of Finance and Administration Website <http://tennessee.gov/finance/rds/t6.pdf>.

All Subrecipients and service providers are required to post notices of the Title VI and Title IX policy and their issues resolution process in a conspicuous location available to the general public.

3.6. Training

In order to ensure compliance with the Title VI and Title IX plan and to maximize effectiveness, it is critical that staff and Subrecipients receive regular training and have a clear understanding of the requirements of Title VI and Title IX.

3.6.1. Support for Employees

In addition to the New Employee Orientation program discussed above, briefings and updates are provided to staff responsible for ensuring Title VI and Title IX compliance and to key program and project management staff as part of regular in-service training. Whenever available, staff takes advantage of training programs offered by other government agencies, such as the federal Department of Justice workshops. This training is aimed at educating new and existing staff and recipients in the area of Title VI and Title IX compliance, keeping staff abreast of legal developments which affect Title VI and Title IX as well as making them aware of new civil rights legislation. As shown in Appendix 4 this approach extends to training for the relevant commissions/boards overseeing grants.

Courses made available by the Department of Human Resources that deal with understanding and valuing differences and the effects of differences on attitudes and actions will be required of departmental staff responsible for ensuring Title VI and Title IX compliance and to key program and project management staff.

3.6.2. Subrecipient/Service Provider Support

In order to appropriately challenge F&A's Subrecipient contractors to join the department in seeking to achieve the intents of Title VI and Title IX, departmental program staff must provide them with information and support. Currently, contract provisions and *Statements of Assurances* are the major information resources regarding Title VI and Title IX compliance that F&A provides its Subrecipients.

In addition Volunteer Tennessee includes Title VI training for new program directors as part of the original orientation to their duties. Similarly, OCJP routinely offers an annual training for new and continuing subrecipients that covers state and federal requirements of grant management and Title VI is routinely covered in this curriculum. Specialized training is offered if an agency needs more information or technical assistance implementing policies on the requirements of Title VI.

Finally, program monitoring of subrecipients includes the specific question, "Does the agency provide and document training to staff on non-discriminatory issues and policies?" Technical assistance is offered as needed.

3.7. Complaint Procedures

Employee, Subrecipient, and program beneficiary involvement is integral to the F&A's compliance with *Title VI* and *Title IX* intents and requirements. A high level of participation and recognition of the importance in these areas of nondiscrimination is a major way in which greatest success can be achieved. Consequently, while the maintenance of complaint processes is important, F&A will strive toward implementation of a broader concept—Issues Resolution. Through this broader perspective, employees, Subrecipients, and program beneficiaries can be encouraged to share ideas, issues, suggestions, thoughts, and improvements regarding *Title VI* and *Title IX* compliance in a receptive environment in which every issue is seen as an opportunity.

3.7.1. Departmental Complaint Procedures

A complaint alleging discrimination against a division or entity of the Finance and Administration program delivery system may be filed internally with management of the subject division, the Director of Human Resources, the Deputy Commissioner for Operations, or the Commissioner. A complaint may also be filed externally with the Tennessee Human Rights Commission or with the Regional Division of the U.S. Office of Civil Rights in Atlanta, GA.

Complaints must be filed in writing. Using the F&A COMPLAINT DOCUMENTATION FORMAT form found in APPENDIX 5 as a guide, any F&A supervisor may assist in the necessary documentation.

Any complaint filed within the Department of Finance and Administration will be remanded to the appropriate F&A Division Executive. The Division Executive has the primary responsibility for investigating complaints and reporting findings to the Commissioner and the *Title VI* and *Title IX* Coordinator.

A complainant may appeal a finding made by the F&A Division Executive to the Deputy Commissioner of Operations. This appeal constitutes the second level in the department's internal complaint process. Additionally, a complainant may appeal a finding made by the Deputy Commissioner of Operations to the Commissioner. An appeal to the Commissioner constitutes the third and last level in the department's internal complaint system.

Upon an appeal, the Director of Human Resources, the Title VI and Title IX Coordinator, and the F&A General Counsel will assist the Deputy Commissioner of Operations and the Commissioner in reviewing the matter and making determinations. Procedures can include, but are not limited to discussing the complaint with the complainant, the alleged offender, the initial recipient of the complaint, and the F&A authority whose finding is appealed.

According to federal regulations, a complaint to the U.S. Commission on Civil Rights must be filed no later than 180 calendar days after the alleged discrimination occurred. Thus, to accommodate sequential external complaint filing should the complainant wish to file a complaint with the federal authority, the following schedule of time limits must be followed in the filing, appeal, and disposition of a complaint.

no later than 30 calendar days after the alleged discrimination occurred— a complainant must file a written complaint within F&A;

no later than 30 calendar days after the written complaint is filed within F&A—the subject Division Executive shall review and investigate the complaint and issue a written determination of findings and, if there is a finding of *Title VI* or *Title IX* violation, proposed remedial action (information regarding appeal rights shall also be provided at that time);

no later than 20 calendar days after the Division Executive's written determination—the complainant may file a written appeal, with the Deputy Commissioner of Operations, of a Division Executive's findings or proposed remedial action;

no later than 30 calendar days after the appeal is filed with the Deputy Commissioner of Operations -- the Deputy Commissioner of Operations shall review and investigate the complaint and issue a written determination regarding the appeal;

no later than 20 calendar days after the Deputy Commissioner of Operation's written determination—the complainant may file a written appeal, with the Commissioner, of the Deputy Commissioner of Operation's findings or proposed remedial action;

no later than 30 calendar days after the appeal is filed with the Commissioner—the Commissioner shall review and investigate the complaint and issue a written determination in the matter;

If a complainant remains unsatisfied with the findings or the proposed remedial action, the complainant will still have time to file externally, with the U.S. Commission on Civil Rights, within the stated time limit of 180 calendar days.

Throughout the complaint process, it shall be the responsibility of the complainant, the subject Division Executive, and the appellate authority to ensure that the complainant, the F&A General Counsel, the Director of Human Resources, and the *Title VI* and *Title IX* Coordinator have copies and a complete record of all documents, proceedings, findings, appeals, and dispositions related to a complaint. The F&A General Counsel, the Director of Human Resources and the *Title VI* and *Title IX* Coordinator shall have responsibilities as repositories of such information as well as advisors to departmental authorities regarding complaints.

3.7.2. Subrecipient/Service Provider Complaint Procedures

In accordance with the terms of all contracts, each Subrecipient shall, upon request, show proof of nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination. Proof of nondiscrimination may require documentation of standard complaint processes (along with the records resulting from such) for both Subrecipient employees and Subrecipient program beneficiaries.

All Subrecipients contracting with the department have been directed to the Department Website where a copy of the plan is available detailing departmental complaint procedures. For those who do not have Internet access, a copy of the plan will be provided.

3.8. Enforcement

F&A recognizes that enforcement with regard to *Title VI* and *Title IX* must be, at least, two fold. Since responsibilities are carried out both through departmental administration and through contracts, enforcement processes must be tailored to each.

With regard to departmental employees, standard state human resources regulations govern and are considered adequate for purposes of enforcement. Nevertheless, this process must be coupled with continuously improving communication directed to supervisors and non-supervisors so that there is a clear priority and accountability process with regard to implementation.

Regarding contracts, F&A is committed to maintaining all aspects of contract management at a high, professional level. In doing so, special attention is focused on not only the requirement and encouragement of *Title VI* and *IX* compliance but also its enforcement. Current processes for compliance include attempting to obtain voluntary compliance, taking action to mandate compliance, and seeking termination of federal funding.

4. COMPLIANCE REVIEW AND EVALUATION

4.1. Departmental Review

Methods for reviewing Title VI and Title IX compliance include: periodic data review; self-assessment; and audits. These are tools to assist the Commissioner and Division Executives in executing Title VI and Title IX compliance.

Each F&A Division Executive is responsible for conducting divisional reviews of activities to ensure compliance with Title VI and Title IX. Accordingly, the Division Executives are also responsible for the resolution of any identified noncompliance within his or her purview.

Standard audit practices (internal and state audit) also provide Title VI and Title IX compliance evaluation. Each year, the Comptroller's Division of State Audit conducts and publishes a financial and compliance audit of the Department of Finance and Administration for the previous fiscal year. Components of such address F&A's compliance with Title VI and Title IX requirements.

Further, F&A's Internal Audit section is positioned to investigate or audit the department's compliance with Title VI and Title IX requirement either upon request or the appearance of non-compliance. Internal Audit reports to the F&A Commissioner and has total access to the department and its program areas. Thus, Internal Audit provides an ongoing control with regard to compliance.

4.2. Subrecipient/Service Provider Compliance Review

4.2.1. Pre-Award Review

F&A's Subrecipients and contract vendors are required to provide *Statements of Assurances* that address Title VI and Title IX compliance. *Statements of Assurances* can be effectively used for pre-award review.

EXHIBIT 8 – Fee-For-Service Contract Language Regarding Nondiscrimination

Professional Services Contract Language Regarding Nondiscrimination:

D. STANDARD TERMS AND CONDITIONS:

- D.7. Nondiscrimination. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Grant Contract Language Regarding Nondiscrimination:

D. STANDARD TERMS AND CONDITIONS:

- D.8. Nondiscrimination. The Grantee hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
-

4.2.2. Post-Award Review (Division Monitoring)

In addition to standard contract monitoring, the divisions within F&A awarding grants are required to annually monitor a subset of their subrecipient contract population. Each affected division has program and/or fiscal staff dedicated to conducting this monitoring. A summary of contractor diversity for all contract/grants this fiscal year can be found in APPENDIX 6.

Scheduling Criteria

An agency's scheduling criteria for subrecipient monitoring takes into account factors such as: federal requirements dictating the frequency of monitoring; number of subrecipient contracts; value of subrecipient contracts; subrecipient risk; period of time since last monitoring review; and any prior review findings that indicate serious deficiencies.

Nature and Criteria of Compliance Review Monitoring

In addition to state and/or federal program specific monitoring requirements, all monitoring reviews must address 14 core areas. The scope of reviews and the techniques used may vary based on factors such as the risk level of the subrecipient, the value of the contract/s, the result of prior reviews and audits, etc.

The required core monitoring areas are: Title VI; activities allowed or unallowed; allowable cost/cost principles; eligibility; matching, level of effort, earmarking; program income; cash management; Davis-Bacon Act; equipment and real property management; period of availability of funds; procurement, suspension, and debarment; real property acquisition and relocation assistance; reporting; and special tests and provisions.

The monitoring of a sub-recipient should include testing of the financial/program data and reporting. For high-risk sub-recipients, the sample size should be larger than that of medium risk and the level of testing should be more intense.

With respect to Title VI, the monitors review whether the subgrantee can document that it adheres to nondiscrimination requirements in its employment practices and delivery of services, specifically considering such issues as:

1. Was the contract signed by Agency representative indicating Assurance of Compliance with the standard Non-discrimination clause? This clause is not found in contracts with other state agencies.
2. Are notices of non-discrimination, including all applicable civil rights laws, posted in conspicuous places available to employees and applicants?
3. Are agency policies and procedures relevant to Civil Rights available for review?
4. Does the agency provide and document training to staff on non-discriminatory issues and policies?
5. Have any formal discrimination complaints been filed against the agency? If so, what action was taken?
6. Based on client record review, does it appear that eligibility requirements are applied uniformly; services are provided to all participants equally based on need; outside referrals are made on a non-discriminatory basis; and records are maintained uniformly for all individuals?
7. Do staff interviews confirm the agency's non-discriminatory practices? For example, "Are services and employment provided by agency in a non-discriminatory fashion?" If issues or concerns are indicated, explain.
8. Does the agency have racial, ethnic, gender and disability data regarding staff and service recipients?

9. Are procedures in place for filing discrimination complaints within the agency?
10. Did the agency enter into a subcontract for any of the services performed under this grant contract? If yes, did the subcontract contain a section on non-discrimination?

Monitors use the above information to confirm subrecipient agency compliance, and issue a monitoring report to each agency. The report either confirms compliance with Title VI or notifies the agency of failure to comply. If compliance with Title VI is found to be lacking, the subrecipient agency report states the area of non-compliance, defines the manual and contractual obligations for compliance in that specific area, and requires the filing of a Corrective Action Plan (CAP). After approving a CAP, staff follows up the next year with another monitoring review to confirm that the corrective action has been put into place.

4.2.3. Compliance Review Monitoring Results

At the beginning of the fiscal year there were no Title VI or Title IX complaints in inventory, and there were none received.

Compliance reviews conducted for F&A involved both onsite reviews and desk-audits, as described earlier. There were no findings related to either Title VI or Title IX during the fiscal year.

Compliance Numbers	Volunteer TN	OCJP	Cover TN	eHealth	F&A
Number of contracts	43	327	12	1	
Total dollar value of contracts	\$3,055,927	\$23,801,458	\$20,178,293	\$12,353,030	
Number of Post-award reviews conducted/scheduled	21 to be conducted	147	12	1	
Dollar value of Post-award reviews conducted	\$1,759,756	\$12,771,243	\$20,178,293	\$5,189,466	
Reviews with findings in the area of Title VI	0	0	0	0	
Non-compliance reviews related to Title VI resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	0	0	
Reviews with findings in the area of Title IX	0	0	0	0	
Non-compliance reviews related to Title IX resulting in conditioned or corrective action or the denial of award or judicial or administrative enforcement	0	0	0	0	
Title VI complaints in inventory at beginning of fiscal year	0	0	0	0	0
Title VI complaints received during fiscal year	0	1	0	0	0
Title VI complaints resolved during fiscal year	0	0	0	0	0
Title IX complaints in inventory at beginning of fiscal year	0	0	0	0	0
Title IX complaints received during fiscal year	0	0	0	0	0
Title IX complaints resolved during fiscal year	0	0	0	0	0

4.3. DATA COLLECTION

4.3.1. Service Provider Registry System

F&A no longer maintains the Service Provider Registry System. The Department of General Services now keeps the state's registry for contractors of all types. The registry offers state agencies a database of potential contractors and gives service providers who are disadvantaged, minority, or small business entrepreneurs an additional opportunity to be known within state government.

4.3.2. Real Property Contractor Ownership Tracking

The Ownership Tracking Report is maintained on a daily basis. It records and summarizes contractor ownership data for all contracts awarded by the Real Property Administration. The data represented in this report is gathered using the Real Property Administration Projects Bid Form (refer to APPENDIX 7 – REAL PROPERTY ADMINISTRATION PROJECTS BID FORM). The bid form allows bidders to indicate whether or not they are a minority owned and operated business. With the resulting information, the division maintains an up-to-date record of the following key data:

- projects bid
- unique bidders
- bids from WBE (Woman Business Enterprise) contractors
- bids from Title VI contractors
- contracts awarded to WBE contractors
- contracts awarded to Title VI contractors
- contracts awarded to minorities
- value of contracts awarded to minorities

The policies and procedures for tracking this information are reviewed annually with modifications being made during the year as deemed appropriate.

Contracts are awarded after a competitive process commenced with advertising via city newspapers throughout the state, the State Web Page, Nashville Minority Business Developmental Center, and Minority Business Enterprises/Department of Economic and Community Development. Competitive sealed bids achieve maximum competition among all qualified bidders to obtain the highest level of quality and the least price for State projects. Refer to APPENDIX 8 – REAL PROPERTY ADMINISTRATION CONTRACT DATA for a summary of this data.

4.3.3. Program Beneficiary Diversity

The two divisions within Finance and Administration with Subrecipients are the Office of Criminal Justice Programs and Volunteer Tennessee. EXHIBITS 9 and 10 detail the diversity of OCJP Subrecipient beneficiaries and AmeriCorps enrollment for this fiscal year. In addition, data is collected for Cover Tennessee programs and shown in EXHIBIT 11. To put these results in context, EXHIBIT 12 presents key statewide demographics.

Diversity of Criminal Justice Beneficiaries

The majority of criminal justice grants (Byrne/JAG and Criminal History Grants) do not deal directly with beneficiaries, but more the public at large. For programs with individual beneficiaries, OCJP collects statistical data regarding subrecipient agency clients using semi-annual and annual reports designed to

capture demographic information on clients served as well as the numbers and types of activities provided to those clients.

OCJP is committed to funding programs that demonstrate effectiveness and meet the needs of the population. Program monitors conduct surveys of subrecipient agencies to gather information regarding the needs in their communities, gaps in services, and specific issues surrounding underserved populations. This information is used for strategic planning designed to fund programs that serve the populations most in need. OCJP has funded special court advocacy programs, domestic violence programs, and drug court programs to name a few, that are specifically designed to meet the needs of ethnic populations requiring these services. OCJP continues to review the data collected from the subrecipient agencies annually, from the required reports as well as the needs assessments, in order to best determine funding and to improve the capacity of the programs funded.

The Office of Criminal Justice Programs annually collects data related to diversity of clients served by its STOP Violence Against Women, Family Shelter and Shelter Services and Victims of Crime Act (VOCA) grant funded agencies.

Racial and ethnic demographics from the 2000 Census revealed virtually no growth in the proportion of African-Americans in Tennessee as a whole. The Census Bureau's projections for 2005 indicated that that pattern should hold. A slight (1%) increase in the proportion of white Tennesseans was expected by 2005 to offset a minor decline in that population from 1990 to 2000. A very slight growth rate among Hispanic/Latino (1%) and other minority populations (1%) reported in the 2000 Census was expected to reach 33% by 2004 (meaning an additional 40,000 Latinos were expected to be in Tennessee by then).

According to projections for 2005 done by the U.S. Census Bureau, Tennessee is seeing an increase in the Hispanic/Latino population, primarily in the urban areas. For years we have tried to direct grant dollars to Spanish-speaking staff, and we are reprinting domestic violence and sexual assault materials in Spanish. We recognize that the changing composition of Tennessee's population is an emerging issue that must continue to be addressed. Services designed to enhance the access of Hispanic/Latino victims (e.g., interpreters) are needed and will be addressed to the degree possible with grant funding.

With this increase there has also been a rise in the number of women and children seeking services. The need for culturally competent services was recognized. Cultural competency is defined as the capacity of an organization or individual to recognize and address issues of cultural dominance, privilege, and access; value and accommodate diversity; and overcome barriers to services faced by clients of diverse cultural backgrounds. While agencies have continued to provide services to all populations they have found that services to the immigrant population demanded a more in-depth look at how they were being delivered and received. In an effort to make programs more culturally competent, the Cultural Competency Committee was formed in 2005 to develop standards for victim services. These standards were developed as an amendment to the Family Violence Shelter Standards but are generic enough to be applicable to all victim services. The draft standards will be piloted to family violence and sexual assault agencies this year. The Office of Criminal Justice Programs in conjunction with the Tennessee Coalition Against Domestic and Sexual Violence will work toward the adoption of these standards, which have been incorporated into a replicable, comprehensive manual on serving immigrant communities. The Coalition provides training, resources, and technical assistance to aid in the implementation of these standards.

In November 2006, the "Immigrant Access Committee of Tennessee" was formed. The mission of the committee is to "Ensure access to services for all immigrant victims in Tennessee". This committee was formed as a result of a conference sponsored by Legal Momentum, and funded by the Office on Violence Against Women, to address capacity building to better serve immigrant victims of domestic violence, sexual assault, and trafficking. This is a statewide committee consisting of victim advocates, law enforcement, the immigrant community, judiciary, immigrant attorneys, and faith-based organizations. As this committee is still in its early stages we are in the process of developing a survey to determine the needs of the diverse populations in Tennessee.

As a result of the increased immigrant population in Tennessee, the Tennessee Coalition Against Domestic and Sexual Violence has also developed a variety of successful projects to address the needs of immigrant victims, including the Coalition's Immigrant Legal Clinic, which provides legal representation in immigration matters to immigrant victims of domestic and sexual violence, and a Cultural Competency Project in which domestic and sexual violence programs in Tennessee in collaboration with immigrant groups and the Office of Criminal Justice Programs for the State of Tennessee developed state standards for domestic and sexual violence services to immigrant victims.

OCJP uses population and demographic distributions data together with crime statistics to illustrate how gaps in services have created patterns of under-served populations in Tennessee. EXHIBIT 9 illustrates the diversity of the clients served this fiscal year in VOCA, STOP and FVS programs across Tennessee. The figures shown are not an unduplicated count as many programs receive funding from all three funding sources and data is collected by funding source.

EXHIBIT 9 – DIVERSITY OF BENEFICIARIES SERVED IN OCJP-FUNDED PROGRAMS, JUNE 2008

	VOCA	STOP	FVS
Race			
Black	6496	876	3353
American Indian or Native Alaskan	50	23	53
Asian	151	26	126
Native Hawaiian or Pacific Islander	NA	21	N/A
Hispanic	1676	362	5198
White	18479	3372	12333
Unknown	0	81	9681
Gender			
Female	23602	4527	20692
Male	8672	234	4811
Gender Unknown	N/A	0	N/A
Age			
12 or under	9829	0	4383
13-17	4192	97	1120
18-24	4285	965	3791
25-40	8256	2638	8434

	VOCA	STOP	FVS
41-59	4881	880	3610
60+	826	93	609
Age Unknown	N/A	88	3556
Other			
Disabled	N/A	467	489
English as Second Language	N/A	280	N/A
Immigrant/Refugee	N/A	297	N/A
Rural	N/A	2023	N/A

AmeriCorps Program Enrollees

Volunteer Tennessee currently utilizes the enrollment form in APPENDIX 9 to capture data about the AmeriCorps Program. For the AmeriCorps program all subgrantee host agencies are required to enroll AmeriCorps members through a national Web-based reporting system which includes data on race and ethnicity, and is only accessible to Commission and program staff and the Corporation for National Service. Because each agency provides different services to meet locally identified community needs in the areas of education, environment, public safety, housing and health, data on beneficiaries is maintained at the local level.

Volunteer Tennessee uses the AmeriCorps member data to determine whether active enrollment in Tennessee reasonably approximates the representation of minorities in the overall population. Detailed in EXHIBIT 10 below is the diversity of AmeriCorps members for the current fiscal year.

EXHIBIT 10 – AMERICORPS ENROLLMENT DIVERSITY, JUNE 2008

ETHNICITY/ GENDER/DISABILITY	NUMBER OF PARTICIPANTS	PERCENT OF TOTAL
Black/African American	90	32%
American Indian/Native Alaskan	0	0%
Asian	3	1%
Native Hawaiian/Other Pacific Islander	0	0%
Hispanic/Latino	10	4%
White/Caucasian	167	59%
Other/Unknown	3	1%
Female	210	74%

ETHNICITY/ GENDER/DISABILITY	NUMBER OF PARTICIPANTS	PERCENT OF TOTAL
Male	58	20%
Members with Disabilities	17	6%

NOTE: These numbers represent the possibility of multiple characteristics identification

Cover Tennessee Program Enrollees

Cover Tennessee enrollee demographic information is collected by the vendors administering each program and provided to Cover Tennessee. Because each program provides services to different populations, this data is collected separately for each program.

EXHIBIT 11 – DIVERSITY OF BENEFICIARIES SERVED IN COVER TENNESSEE PROGRAMS, JUNE 2008

	CoverKids	AccessTN	CoverRx	CoverTN
Race				
Black / African American	4,194	234	3,237	18
Asian	308	34	143	2
Native Hawaiian or Pacific Islander	10	2	0	0
Hispanic / Latino	872	14	14	1
White / Caucasian	16,799	2,973	16,481	155
American Indian or Native Alaskan	31	43	160	0
Other	744	31	62	0
Unknown/Unanswered	500	437	216	14,145
Gender				
Female	11,614	2,253	12,701	7,355
Male	11,844	1,515	7,612	6,966
Gender Unknown	0	0	0	0

Note: CoverTN does not require race demographics to be reported by enrollees.

Statewide Demographics

The U.S. Census Bureau provides current estimates of the nation's population, broken down for each state. The following statistics help place the beneficiary diversity achieved by the programs reported above, as well as the general grantee/contractor ownership characteristics reported in APPENDIX 10, into context.

EXHIBIT 12 – AMERICAN COMMUNITY SURVEY STATISTICS: DIVERSITY OF STATE OF TENNESSEE POPULATION

ACS Demographic Estimates	Estimate	Percent	Margin of Error
Total population	6,038,803		*****
Male	2,950,108	48.9	+/-3,532
Female	3,088,695	51.1	+/-3,532
<u>Median age</u> (years)	37.2	(X)	+/-0.1
Under 5 years	399,006	6.6	+/-2,823
18 years and over	4,591,753	76.0	+/-2,914
65 years and over	767,093	12.7	+/-2,082
<u>One race</u>	5,964,077	98.8	+/-5,931
White	4,781,578	79.2	+/-6,874
Black or African American	1,011,726	16.8	+/-5,781
American Indian and Alaska Native	16,135	0.3	+/-1,742
Asian	76,208	1.3	+/-2,169
Native Hawaiian and Other Pacific Islander	1,284	0.0	+/-898
Some other race	77,146	1.3	+/-6,204
Two or more races	74,726	1.2	+/-5,931
Hispanic or Latino (of any race)	187,747	3.1	+/-2,170

Source: U.S. Census Bureau, 2006 American Community Survey,
http://factfinder.census.gov/servlet/ACSSAFFacts?_event=Search&_lang=en&_sse=on&geo_id=04000US47&_stat=04000US47 (accessed 9/18/08).

APPENDICES

APPENDIX 1—SERVICE PROCUREMENT ACCOUNTABILITY CONTINUUM

I. Procurement Methodology

A. Request for Proposal (RFP) with specifically required, non-discrimination accountability provisions:

1. Nondiscrimination

No person shall be excluded from participation in, be denied benefits of, be discriminated against in the admission or access to, or be discriminated against in treatment or employment in the State's contracted programs or activities on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by federal or Tennessee State Constitutional or statutory law; nor shall they be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of contracts with the State or in the employment practices of the State's contractors. Accordingly, all vendors entering into contracts with the State shall, upon request, be required to show proof of such nondiscrimination and to post in conspicuous places, available to all employees and applicants, notices of nondiscrimination. The State has designated the following to coordinate compliance with the nondiscrimination requirements of the State of Tennessee, Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, and applicable federal regulations:

[NAME OF INDIVIDUAL OR OFFICE]

[ADDRESS]

[TELEPHONE NUMBER]

2. Assistance to Proposers With a Disability

Proposers with a disability may receive accommodation regarding the means of communicating this RFP and participating in this procurement process. Proposers with a disability should contact the RFP Coordinator to request reasonable accommodation no later than the deadline for accommodation requests detailed in the Section 2, RFP Schedule of Events.

3. Technical Proposals shall provide the following information . . . written certification and assurance of the Proposer's compliance with:

- the laws of the State of Tennessee;
- Title VI of the federal Civil Rights Act of 1964;
- the Equal Employment Opportunity Act and the regulations issued thereunder by the federal government;
- the Americans with Disabilities Act of 1990 and the regulations issued thereunder by the federal government;
- the condition that the submitted proposal was independently arrived at, without collusion, under penalty of perjury; and,
- the condition that no amount shall be paid directly or indirectly to an employee or official of the State of Tennessee as wages, compensation, or gifts in exchange for acting as an officer, agent, employee, subcontractor, or consultant to the Proposer in connection with the procurement under this RFP.

B. Competitive Negotiations

C. Non-competitive Negotiations (upon F&A Commissioner approval)

II. Contract Provisions Ensuring Accountability

A. Scope of Services (with sufficient detail to ensure accountability and results)

B. Payment Methodology (providing the state with the best opportunity to evaluate the services provided and compensate the contractor accordingly)

C. Travel Compensation (ensures that all reimbursements are in accordance with state travel regulations)

D. Payment of Invoice (reserves the state's right to object to or question any invoice or matter in relation thereto and requires that payments shall neither be construed as acceptance of any part of the work or service provided nor as an approval of any of the amounts invoiced therein)

- E. Invoice Reductions (makes the contractor's invoice subject to reduction for amounts included in any invoice or payment theretofore made which are determined by the State, on the basis of audits conducted in accordance with the terms of this contract, not to constitute proper remuneration for compensable services)
- F. Deductions (reserves the state's right to deduct from amounts which are or shall become due and payable to the contractor under this or any contract between the contractor and the State of Tennessee any amounts which are or shall become due and payable to the State of Tennessee by the contractor)
- G. Required Approvals (requires the contract approvals detailed below)
- H. Termination for Convenience (state right to terminate for any reason)
- I. Termination for Cause (state right to terminate for cause)
- J. Subcontracting (requires prior written approval by the state)
- K. Nondiscrimination provision required in all contracts and grants:
The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Contract or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- L. Records (requires maintenance of documents subject to state audit)
- M. Audit and Annual Report (requires an annual audit of all grantees receiving \$300,000 or more in aggregate federal and/or state funding)
- N. Public Accountability provision required in all grant contracts:
If the Grantee is subject to Tennessee Code Annotated, Title 8, Chapter 4, Part 4 or if this Grant Contract involves the provision of services to citizens by the Grantee on behalf of the State, the Grantee agrees to establish a system through which recipients of services may present grievances about the operation of the service program, and the Grantee shall display in a prominent place, located near the passageway through which the public enters in order to receive Grant supported services, a sign at least twelve inches (12") in height and eighteen inches (18") in width stating:

NOTICE: THIS AGENCY IS A RECIPIENT OF TAXPAYER FUNDING. IF YOU OBSERVE AN AGENCY DIRECTOR OR EMPLOYEE ENGAGING IN ANY ACTIVITY WHICH YOU CONSIDER TO BE ILLEGAL, IMPROPER, OR WASTEFUL, PLEASE CALL THE STATE COMPTROLLER'S TOLL-FREE HOTLINE: 1-800-232-5454
- O. Public Notice provision required in all grant contracts:
All notices, informational pamphlets, press releases, research reports, signs, and similar public notices prepared and released by the Grantee shall include the statement, "This project is funded under an agreement with [NAME OF STATE AGENCY]." Any such notices by the Grantee shall be approved by the State.
- P. Monitoring provision required in all service contracts:
The Contractor's activities conducted and records maintained pursuant to this Contract shall be subject to monitoring and evaluation by the State, the Comptroller of the Treasury, or their duly appointed representatives.
- Q. Progress Report provision required in all service contracts:
The Contractor shall submit brief, periodic, progress reports to the State as requested.

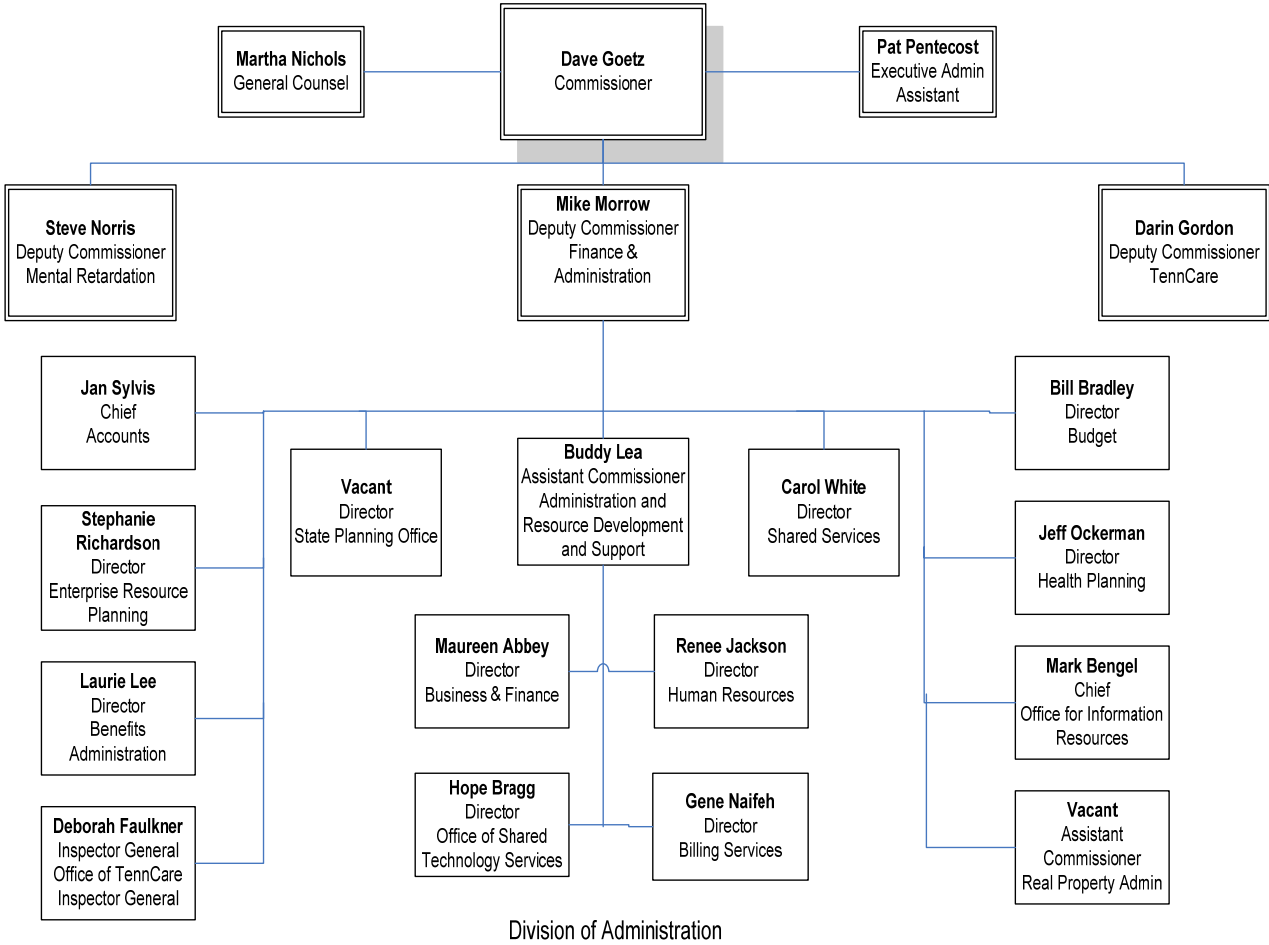
III. Contract Approvals

- A. Procuring Agency Head (all)
- B. Commissioner of F&A (all over \$5000)
- C. Commissioner of Personnel (contracts with individuals and for training state employees)
- D. Comptroller (multi-year contracts and those for financial management and consulting services)
- E. State Architect (contracts for engineering and architectural services)
- F. Attorney General (contracts for legal counsel)
- G. Governor (agreements between departments for cooperative agreements)

IV. Contract Monitoring

- A. Procuring Agency (both program staff monitoring and independent monitoring)
- B. Accounts Requirement for Invoice Review and Approval

APPENDIX 2—F&A ORGANIZATIONAL CHART



APPENDIX 3 – SAMPLE PUBLIC NOTICES OF CONTRACT AND GRANT OPPORTUNITIES

Excerpt from <http://www.state.tn.us/finance/rds/ocr/rfp.html>, accessed June 7, 2007

**TENNESSEE.GOV**
The Official Web Site of the State of Tennessee
Department of Finance & Administration
Dave Goetz, Commissioner



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State of Tennessee
Request for Proposals
& Other Public Notices
June 1, 2007

Requests for Proposals (RFPs) and public notices related to professional service procurements are posted on this web page (via the hyperlinks to PDF documents below). RFPs and notices are posted here as they are released by the state. RFPs posted may be updated at any time with relevant amendments. However, to ensure receipt of all necessary RFP-related information, there is no substitution for submitting a letter of intent to propose as detailed in each RFP.

Refer ALL questions to the RFP Coordinator identified in each solicitation.

Reference # (hyperlink to view & download)	Description	Updated
tvhb-itb1 tvhb-itb2 tvhb-itb3	3 Invitations to Bid: Mobile X-Ray Service for TN State Veterans Homes	6/1/07
332.05-107	RFP: TSAC's Loan Rehabilitation Program	6/1/07
339.11-002	RFP: Radiology Services	5/29/07
325.01-001	RFP: Receiving, Storing, and Distributing USDA commodities-Region 1 distribution area	5/24/07
325.01-002	RFP: Receiving, Storing, and Distributing USDA commodities-Region 2 distribution area	5/24/07

Excerpt from <http://www.state.tn.us/finance/rds/ocjp002.html>, accessed June 7, 2007



Office of Criminal Justice Programs GRANT APPLICATIONS

2007/2008 OCJP Edward Byrne Justice Assistance Grant Application Information

Funding Cycle for 2007/2008 Byrne/JAG has Closed.

2007/2008 STOP Violence Against Women Application Information

The FY 2007 federal STOP Violence Against Women formula grant has still not been funded at the federal level. Because the 2007 federal budget has not been finalized, states are unsure of grant dollar amounts for state fiscal year 2007/2008. Congress may pass a Continuing Budget Resolution which will fund the federal 2007 year at federal 2006 funding levels. Therefore, multi-year continuation grants, awarded last year, are expected to continue. **As additional information becomes available, it will be posted on this website.**

2007/2008 Victims of Crime Act (VOCA) Application Information

The FY 2007 federal VOCA formula grant has still not been funded at the federal level. Because the 2007 federal budget has not been finalized, states are unsure of grant dollar amounts for state fiscal year 2007/2008. Congress may pass a Continuing Budget Resolution which will fund the federal 2007 year at federal 2006 funding levels. Therefore, multi-year continuation grants, awarded last year, are expected to continue. **As additional information becomes available, it will be posted on this website.**

<MORE>





2007 AmeriCorps Grant Application and Guidance

Volunteer Tennessee (formerly known as the Tennessee Commission on National and Community Service) will accept applications from agencies proposing new AmeriCorps programs for the 2007-08 program year. Click here for the [2007 AmeriCorps Funding Timeline](#). Non-profit organizations and government agencies in Tennessee are eligible to apply for funds to operate local AmeriCorps programs that meet locally identified needs in the areas of public safety, homeland security, health, education, environment and human needs. We anticipate approximately \$1.7 million in Formula funds and 150 member slots available for the 2007-08 program year.

If you do not currently operate an AmeriCorps program, you must use the "Application Instructions: New and Re-competing Programs" included in the [AmeriCorps*State 2007 Application Instructions](#) available below. All applicants should carefully read the [AmeriCorps*State 2007 Notice of Funding Opportunity](#) also available below. Agencies interested in an Education Awards Program, please click here: [EAP](#). For a list of tips and suggestions for writing a strong application, frequently asked questions and sample budgets, click here: [TIPS-FAQ's](#). To see the "State of Tennessee Comprehensive Travel Regulations" referenced in the application instructions, please click here: [Travel Regs](#).

Grant Information Sessions:

Volunteer Tennessee will hold a series of grant information sessions the week of November 27 - December 1. For details on the grant information sessions, please [click here](#).

PLEASE NOTE: All applications must be submitted using the Corporation for National and Community Service eGrants system. For more information on eGrants, click the link below.

eGrants

Should you have questions regarding the application or the funding process, or if you are not sure which application you must complete, please call Jim Snell, Deputy Director at 615-253-1426.

NOTE: The application deadline is December 21, 2006 at 3:00 p.m. CST.

Be sure to use BOTH links below!



Volunteer Tennessee Commission Meeting

Sheraton Music City Hotel
777 McGavock Pike
Nashville, TN 37214
May 13, 2008
9:30am-2:00pm



Volunteer Tennessee Commission's Key Responsibilities for Title VI and Title IX Compliance

- Publicize funding opportunities and nondiscrimination policies
- Award grant funding without discrimination
- Monitor program activity closely
- Ensure complaint process is in place
- Provide contact information for assistance with filing and submitting complaints



Department of Finance & Administration
Tennessee State Capital
Nashville, TN 37243-0285



What are Title VI and Title IX?

The mandates of Title VI are:

As a recipient of federal financial assistance, the requirements of *Title VI of the Civil Rights Act of 1964* are applicable to Volunteer Tennessee and to any entity to which federal funded financial assistance is extended. (United States Code, § 2000d-4a)

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. (United States Code, § 2000d)

The mandates of Title IX are:

Additionally, as a recipient of federal financial assistance for education activities, the requirements of *Title IX of the Education Amendments Act of 1972* are applicable to Volunteer Tennessee and to any entity to which federal funded financial assistance for education activities is extended. (United States Code, § 1681)

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . . (United States Code, § 1681) and

No person in the United States shall, on the ground of blindness or severely impaired vision, be denied admission in any course of study by a recipient of Federal financial assistance for any education program or activity, but nothing herein shall be construed to require any such institution to provide any special services to such person because of his blindness or visual impairment. (United States Code, § 1684)

Most recent Title VI/IX Report:

<http://www.state.tn.us/finance/rds/t6.pdf>



Department of
NATIONAL & COMMUNITY
SERVICE

APPENDIX 5—F&A COMPLAINT DOCUMENTATION FORMAT

DEPARTMENT OF FINANCE AND ADMINISTRATION DOCUMENTATION OF COMPLAINT <i>pursuant to Title VI of the Civil Rights Act of 1964 or Title IX of the Education Amendments Act of 1972</i>		
NAME (of person making the complaint)		
	ADDRESS	
	TELEPHONE (business)	
	TELEPHONE (home)	
<u>DESCRIPTION OF THE COMPLAINT:</u> (describe what happened and who you believe was responsible)		
<u>APPARENT BASIS OF THE DESCRIBED SITUATION:</u> (select all that apply and explain)		
<input type="checkbox"/> race <input type="checkbox"/> national origin <input type="checkbox"/> gender <input type="checkbox"/> visual impairment		
DATE DESCRIBED SITUATION OCCURRED:		
NAME OF ORGANIZATION INVOLVED IN THE COMPLAINT:		
	ADDRESS	
	TELEPHONE (business)	
	TELEPHONE (home)	
PERSON INVOLVED (if other than complainant)		
	ADDRESS	
	TELEPHONE (business)	
	TELEPHONE (home)	
HAS THE COMPLAINT BEEN FILED THROUGH ANOTHER GRIEVANCE OR COMPLAINT PROCESS? IF SO, EXPLAIN AND PROVIDE CURRENT STATUS OF SUCH:		
<input type="checkbox"/> YES <input type="checkbox"/> NO		
Signature		Date
* attach any written materials or other information relevant to the complaint		

APPENDIX 6—F&A CONTRACTOR DIVERSITY

F&A Contractor Diversity (without details from contracts pursuant to delegated authorities)
(contracts that were current some time during Fiscal Year 2008)

CONTRACTOR DESCRIPTION	NUMBER	TOTAL CONTRACTING DOLLARS
African American (51% or more owned and operated by a person or persons having origins in any of the Black racial groups of Africa)	1	\$509,180
Asian American (51% or more owned and operated by a person or persons having origins in any of the original peoples of the Far East, Asia, the subcontinent, or the Pacific Islands)	1	\$669,861
Hispanic American (51% or more owned and operated by a person or persons of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish or Portuguese origin, culture, or descent, regardless of race or having a Spanish surname)	0	\$ 0.00
Native American (51% or more owned and operated by a person or persons having origins in any of the original peoples of North America)	0	\$ 0.00
Other Minority Ethnicity (51% or more owned and operated by a person or persons having ethnicity different from the groups above and from the majority population of Tennessee)	0	\$ 0.00
Disabled (51% or more owned and operated by a person or persons having a physical or mental impairment that, in the written opinion of a licensed physician, substantially limits the major life activities including caring for oneself and performing one or more of the following tasks: writing, walking, seeing, hearing, speaking, or breathing)	0	\$ 0.00
Female (and not identified as Minority) (51% or more owned and operated by a female)	14	\$11,998,929
Small Business (independently owned and operated, has total gross receipts of no more than \$2,000,000.00 for the most recently ended federal tax year, and employs no more than 30 persons on a full-time basis)	14	\$18,614,270
Government (as described by T.C.A., § 29-20-102)	36	\$16,598,699
Not Minority/Disadvantaged (51% or more owned and operated by a person or persons NOT classified as minority/disadvantaged, small business, or government)	90	\$1,023,985,423
Delegated Authority (permits a state agency to make agreements for an individual program within specified limits and guidelines without individual approval of each by F&A — the Service Provider Registry does not collect contractor description data on the individual contracts)	21	\$262,947,822
TOTAL	222	\$1,335,324,184

BID FORM

BID TO: STATE OF TENNESSEE

For the Project Titled:

A. The Bidder acknowledges in submitting this bid that:

1. Bidder has received, read, and understands the Bidding Documents, has visited the site and become familiar with local conditions under which work is to be performed, has correlated observations with requirements of Bidding Documents, and makes this bid in accordance therewith.
2. Information Available to Bidders, identified in **003000** series documents in the Bidding Requirements, were prepared solely for Designer's use in design of this Work and have not been relied upon in the preparation of this bid. The use and interpretation of such information for any purposes is entirely the responsibility of the using party.
3. Contractors and Subcontractors that have been disqualified from participating in State Building Commission projects have not been included in this bid, and will not be allowed to perform work under the contract that may result.
4. The required Bid Security, in the amount of five percent (5%) of the total amount bid, is attached hereto.
5. Failure to complete Bid Form, provide required attachments, or comply otherwise with the Instructions to Bidders, may be cause for rejection of bid.
6. The person who signs this bid on behalf of the Bidder is required to be legally empowered to bind the Bidder to a Contract.
7. This Bidder's status, as required by State Building Commission Policy and Procedure paragraph 5.02, is:

_____ *The Bidder and/or any of the Bidder's employees, agents, independent contractors and/or proposed subcontractors have been convicted of, pled guilty to, or pled no lo contendere to any contract crime involving a public contract.*
(True or False)

8. This Bidder's status, as required by State Building Commission Policy and Procedure paragraph 5.03,

_____ *Bidder is a "Certified Diversity or Disadvantaged Business Enterprise," Women Owned, Minority Owned, or Small Business, per TCA. §12-3-801-808.*
(Yes or No)

If "Yes", then check the applicable Box and name the Certifying Agency.

- ☐ *Woman Business Enterprise*
☐ *Small Business Enterprise*
☐ *Minority Business Enterprise*

Certifying Agency: _____

9. This Bidder has received the following addenda:

Addendum No. _____ dated _____	Addendum No. _____ dated _____
Addendum No. _____ dated _____	Addendum No. _____ dated _____
Addendum No. _____ dated _____	Addendum No. _____ dated _____

BID FORM continued

00 41 13

RPA July 2008 Std 004113 Bid Form Page 1 of 2

For the Project Titled:

B. This Bidder agrees to:

1. Honor this bid for a period of sixty (60) days following the date of the scheduled opening of bids.
2. Enter into and execute a contract, if presented on the basis of this bid, and furnish certificate(s) of insurance, bonds, and other documents related to the contract as required by the Bidding Documents.
3. If required by the Bidding Documents, furnish Three Year Roof Bond in the amount of: _____
4. Accomplish the Work in accordance with the Contract Documents.
5. Achieve Substantial Completion of the Work in accordance with the number of calendar days Contract Time set forth, allotted from and including the date stipulated in the Notice to Proceed; and, accept the conditions for Liquidated Damages in the amount set forth per calendar day.

P h a s e	Commencement	Contract Time	Liq. Damages	
		Days	\$	Per Day
All	Notice to Proceed for all Work			

6. Complete the Work of this project for the lump sum of:

BASE BID:

_____ And _____ / 100ths Dollars

(Amount shown in both words and figures)

\$ _____

Submitted by:

Authorized Signature _____ Date _____

Name _____ Title _____

On behalf of:
(Name of Bidder) _____

Federal Employer Identification Number (EIN) _____

Address _____
(Street & Mailing
Address) _____

Telephone No. _____ Facsimile No. _____

Email _____

00 41 13

RPA July 2008 Std 004113 Bid Form Page 2 of 2

APPENDIX 8—REAL PROPERTY ADMINISTRATION CONTRACTS DATA

**Real Property Projects:
Minority Contractor Ownership Tracking Report
July 1, 2007 to June 30, 2008**

	Totals	Percent of Total
Number of Projects Bid	56	100.0%
Number of Unique Bidders	171	-
Total Number Bids Submitted	258	-
Number of Bids from SBE Contractors	18	10.5%
Number of Bids from WBE Contractors	10	5.8%
Number of Bids from MBE Contractors	5	2.9%
Number of Bids from HDBE Contractors	0	0.0%
Number of Bids awarded to SBE Contractors	5	2.9%
Number of Bids awarded to WBE Contractors	1	0.6%
Number of Bids awarded to MBE Contractors	1	0.6%
Number of Bids awarded to HDBE Contractors	0	0.0%
Total Dollar Value of SBE Contracts	\$ 10, 235.580	20.5%
Total Dollar Value of WBE Contracts	\$ 252,220	0.5%
Total Dollar Value of MBE Contracts	\$ 0	0.0%
Total Dollar Value of HDBE Contracts	\$ 0	0.0%

Key:

SBE	Small Business Enterprise
WBE	Woman Business Enterprise
MBE	African American, Asian American, Hispanic, Native American
HDBE	Handicapped/Disabled Business Enterprise

APPENDIX 8 (continued)—REAL PROPERTY ADMINISTRATION CONTRACTS DATA

Detailed - Bid Information			Detailed - Bid Award Information											
Successful Contractor Name	Contract Award Amount Including Alternates	Total Bidders	Number of Bids Received from:				Number of Bids Awarded to:				Dollar Value of Contracts Awarded to:			
			SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE
Vaughn & Melton, Inc.	\$545,000	9	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Hayward Baker Inc.	\$1,427,500	1	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
T. Thomas & Associates, Inc.	\$629,000	8	0	1	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Griffin Building Group LLC	\$150,000	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Baron + Dowdle Construction, LLC	\$530,872	6	1	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Millennium Construction, LLC.	\$2,093,555	8	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Baron + Dowdle Construction, LLC	\$703,421	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Omega General Contractors, Inc.	\$2,893,500	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
ESI Companies, Inc.	\$2,358,000	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
State Systems Inc.	\$158,375	3	1	0	0	0	1	0	0	0	\$158,375	\$0	\$0	\$0
Reynolds Electrical Contractors, LLC	\$295,000	2	0	1	1	0	0	0	0	0	\$0	\$0	\$0	\$0
Keystone Construction Services, LLC	\$272,000	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Shelton General Contractors	\$252,220	1	0	0	1	0	0	0	1	0	\$0	\$0	\$252,220	\$0
Barron Construction Company	\$315,500	6	0	0	1	0	0	0	0	0	\$0	\$0	\$0	\$0
Mid-Continental Restoration Company, Inc.	\$480,735	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Wood Brothers Construction Company	\$3,166,476	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Wood Brothers Construction Company	\$1,272,315	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Wood Brothers Construction Company	\$178,378	3	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Four Seasons, Inc.	\$178,273	3	0	0	1	0	0	0	0	0	\$0	\$0	\$0	\$0
Golder Rule Mechanical	\$23,500	3	1	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
B Four Plied, Inc.	\$312,767	6	1	0	0	0	1	0	0	0	\$312,767	\$0	\$0	\$0
Bowman & Sons Construction Co., Inc.	\$129,750	5	1	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0

Detailed - Bid Information			Detailed - Bid Award Information											
Successful Contractor Name	Contract Award Amount Including Alternates	Total Bidders	Number of Bids Received from:				Number of Bids Awarded to:				Dollar Value of Contracts Awarded to:			
			SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE
Tri-Angle Contractors, Inc.	\$120,802	7	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Tandem Construction, LLC	\$624,309	6	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Kent Carvell Construction Co., Inc.	\$545,728	9	0	0	1	0	0	0	0	0	\$0	\$0	\$0	\$0
Fisher Construction Co., Inc.	\$2,549,525	5												
Heffington Construction Company	\$359,750	8	1	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Nor-Well Company, Inc.	\$580,000	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Parris Roofing & Sheet Metal Company, Inc.	\$206,694	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
McMillen Builders	\$69,600	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Windham & McDonald Construction Co., Inc.	\$2,826,000	6	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
J.D. Helton Roofing Co., Inc.	\$220,000	6	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Porter Roofing Contractors, Inc.	\$319,928	6	0	0	1	0	0	0	0	0	\$0	\$0	\$0	\$0
G R Industrial	\$83,800	8	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
First Response Inc.	\$200,800	5	2	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
HVAC, Inc.	\$384,900	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Griffin Building Group LLC	\$85,000	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Fellowship Construction, LLC.	\$557,343	6	1	0	0	0	1	0	0	0	\$557,343	\$0	\$0	\$0
Harper & Co., Inc.	\$342,000	3	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Southern Constructors, Inc.	\$445,000	5	0	1	1	0	0	1	0	0	\$0	\$0	\$0	\$0
Cardinal Construction Services, Inc.	\$8,517,700	3	1	0	0	0	1	0	0	0	\$8,517,700	\$0	\$0	\$0
Hickory Construction, Inc.	\$4,865,000	3	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Jolly Roofing and Contracting Co., Inc.	\$203,929	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Barger Construction Company	\$644,595	3	1	0	0	0	1	0	0	0	\$644,595	\$0	\$0	\$0
Heffington Construction Company	\$369,525	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Project overbid budget & on Hold until further Notice														
Porter Roofing Contractors, Inc.	\$221,750	6	0	0	1	0	0	0	0	0	\$0	\$0	\$0	\$0

Detailed - Bid Information			Detailed - Bid Award Information											
Successful Contractor Name	Contract Award Amount Including Alternates	Total Bidders	Number of Bids Received from:				Number of Bids Awarded to:				Dollar Value of Contracts Awarded to:			
			SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE	SBE	MBE	WBE	HDBE
Hobbs Services, LLC.	\$102,005	8	3	1	1	0	0	0	0	0	\$0	\$0	\$0	\$0
Fireteam Corporation	\$201,755	2	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Mid-Continental Restoration Company, Inc.	\$385,066	5	1	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Middle 10 Contractors, LLC	\$44,800	3	1	1	1	0	0	0	0	0	\$44,800	\$0	\$0	\$0
Wolfe & Tavis Electric Company	\$1,998,990	3	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Baron + Dowdle Construction, LLC	\$1,742,101	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
Kerry G. Campbell, Inc.	\$1,541,493	7	2											
IKON Construction, Inc.	\$140,000	5	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
IKON Construction, Inc.	\$96,097	4	0	0	0	0	0	0	0	0	\$0	\$0	\$0	\$0
TOTALS	\$49,962,122	258	18	5	10	0	5	1	1	0	\$10,235,580	\$0	\$252,220	\$0

APPENDIX 9—VOLUNTEER TENNESSEE ENROLLMENT FORM



AMERICORPS ENROLLMENT FORM

Corporation for
**NATIONAL &
COMMUNITY
SERVICE**

Completion of this form is required to enroll an AmeriCorps member in the National Service Trust, making the member eligible for an education award upon successful completion of his or her term of service. It also provides the Corporation for National and Community Service with basic demographic data.

DIRECTIONS TO MEMBER:

1. Use blue or black ink.
2. Print clearly.
3. Please complete and sign Part 1 and Part 2.
4. Return the completed form to your Program Director.

PART 1**Member: Please Complete and Sign**

1. Name _____
Last First MI
2. Date of Birth _____
Month Day Year
3. Social Security Number _____
4. Citizenship Status ☐ U.S. Citizen ☐ U. S. National ☐ Lawful Permanent Resident Alien of the United States
5. High School Status:
☐ I have received a high school diploma or its equivalent.
or
☐ I agree to obtain a high school diploma or its equivalent before using my education award,
and I did not drop out of elementary or secondary school to enroll in the program.
6. **Males 18-26 years old not yet registered with the Selective Service System:** If you would like the Corporation for National and Community Service to provide the information on this page to the Selective Service System so that the agency may register you, please check this box. ☐
7. **Current Address** (All information will be sent to you at this address until you notify the Corporation of a change of address.)

Number and Street _____

City _____ State _____ Zip Code _____

E-Mail Address _____

Home Phone _____ Business Phone _____ Ext _____

8. **Permanent Address** (Name and address of person through whom you can always be reached once you leave the program.)

Last First MI

Number and Street _____

City _____ State _____ Zip Code _____

E-Mail Address _____

Home Phone _____ Business Phone _____ Ext _____

Member's Signature _____ Date: _____

I understand that a knowing and willful false statement on this form can be punished by a fine or imprisonment or both under Section 1001 of Title 18, U.S.C.

Public reporting burden – Estimated time to complete this form, including time for reviewing instructions and gathering and providing the information needed to complete the form, is 3 minutes for the Member section and 4 minutes for the Certifying Official section. Send comments regarding this burden or the content of this form to: Corporation for National and Community Service, National Service Trust, 1201 New York Avenue, NW, Washington, DC 20525. The Corporation informs the potential persons who are to respond to this collection of information that such persons are not required to respond to the collection of information unless it displays a currently valid OMB control number on this page of the form (see 5CFR 1320.5(b)(2)(1)).

OMB Approval No.: 3045-0006 Expires 04/30/2007

PART 2**Member: Please Answer the Following Questions**

1. What is your gender?
☐ Female
☐ Male
2. Are you registered to vote?
☐ Yes
☐ No
☐ Not sure
☐ Not eligible
☐ Prefer not to respond
3. (Optional) Which of the following categories best describes your racial or ethnic origins? (Mark one or more from A and one from B)
A. Race
☐ American Indian or Alaska Native
☐ Native Hawaiian or Other Pacific Islander
☐ Black or African American
☐ White
☐ Asian
☐ Other
B. Ethnicity
☐ Hispanic origin
☐ Not of Hispanic origin
4. Which one of the following best describes your marital status?
☐ Single, never married
☐ Married, living with husband/wife
☐ Married, not living with spouse/legally separated
☐ Widowed
☐ Divorced
☐ Prefer not to respond
5. What is the highest level of education you have completed?
☐ Less than high school completed
☐ GED
☐ High school graduate
☐ Technical school/apprenticeship/vocational
☐ Some college
☐ Associates degree (AA)
☐ College graduate
☐ Some graduate school
☐ Graduate degree
☐ Professional degree (medical, law)
6. Do you have a disability?
☐ Yes (Specify: _____)
☐ No
☐ Prefer not to respond
7. Are you a veteran of the United States Armed Forces?
☐ Yes
☐ No
8. What are the two most important reasons why you decided to join this program?
☐ To get an education award
☐ To help other people/perform a community service
☐ To be part of a national movement
☐ To get a job/earn money
☐ Friends have joined
☐ To make friends
☐ To learn about or work with different ethnic/cultural groups
☐ Parents/teachers wanted me to join
☐ To explore future job/education interests
☐ To get involved in health issues
☐ To get involved in education issues
☐ To get involved in environment issues
☐ To get involved in public safety issues
☐ Other (Specify: _____)
9. How did you hear about this program? (Mark all that apply.)
☐ Read about it in an article
☐ Saw an advertisement in a newspaper/magazine
☐ Guidance counselor/teacher
☐ Parent/relative
☐ Current or former AmeriCorps Member
☐ Friend told me/friend applied
☐ Heard about it on TV commercial
☐ Heard about it on radio commercial
☐ Heard about it on the internet
☐ Heard about it from an AmeriCorps recruiter/representative
☐ Received information in the mail
☐ AmeriCorps Program
☐ Poster
☐ Other (Specify: _____)
10. Have you ever previously enrolled in an AmeriCorps program? ☐ Yes ☐ No
If so, how many times: _____
11. Have you ever been released 'for cause' from a term of service by this or any other AmeriCorps program?
☐ Yes ☐ No

Member's Signature _____

Date _____

I understand that a knowing and willful false statement on this form can be punished by a fine or imprisonment or both under Section 1001 of Title 18, U.S.C.

Privacy Statement – In compliance with the Privacy Act of 1974, the following information is provided. The collection of this information is authorized by the provisions of the National and Community Service Act as amended by the National and Community Service Trust Act of 1993. The primary purpose of the information is to obtain from AmeriCorps program representatives their data to successfully enroll a member in a term of service and the education award program. The evaluative information will help the Corporation improve its programming and services to members. Except as indicated here, information will not be disclosed outside the Corporation without written permission. The Internal Revenue Service has determined that the education award is taxable in the year it is used. Your Social Security Number (SSN) is solicited under the authority of the Internal revenue Code (28 U.S.C. 6011© and 6109) for use as a taxpayer identification number. Failure to disclose the SSN or any other information may result in a denial of your receiving an education award or it may delay the processing of your education award.

OMB Approval No.: 3045-0006 Expires 04/30/2007

Member Social Security Number _____

DIRECTIONS TO CERTIFYING OFFICIAL:

1. Use blue or black ink.
2. Print clearly.
3. Please complete and sign Part 3.
4. If you are using WBRS or ESPAN, please provide the form to whomever enters data into that database for your program.

PART 3

Certifying Official: Please Complete and Sign

This section must be signed by an authorized certifying official. The program must designate certifying officials.

1. **Type of Enrollment** (Mark only one.)
 - ☐ Full-time (1700 hours per year or 365 days for VISTA)
 - ☐ Half-time (900 hours in up to 2 years)
 - ☐ Reduced half-time 675 hours
 - ☐ Quarter time 450 hours
 - ☐ Minimum time/Summer 300 hours
2. **Is the member enrolling in an AmeriCorps education award only position (i.e. received no Corporation-funded living allowance or benefits)?**
 - ☐ Yes
 - ☐ No
3. **Will the member receive a living allowance?**
 - ☐ Yes
 - ☐ No
4. **Date of Enrollment** _____
5. **Type of Program**
 - ☐ AmeriCorps National Direct
 - ☐ AmeriCorps State
 - ☐ AmeriCorps Tribe
 - ☐ AmeriCorps Territory
 - ☐ AmeriCorps National Civilian Community Corps
 - ☐ AmeriCorps Education Award Program
 - ☐ AmeriCorps Promise Fellows
 - ☐ AmeriCorps America Reads
 - ☐ AmeriCorps Governor's Initiative
 - ☐ Other (Specify : _____)

6. Program Information

Name of Program or AmeriCorps*NCCC Campus _____ Operating Site I.D. Number _____

Address _____

City _____ State _____ Zip _____

Phone Number _____

Signature of Certifying Official _____ Date _____

Name of Certifying Official (Please Print): _____

I understand that a knowing and willful false statement on this form can be punished by a fine or imprisonment or both under Section 1001 of Title 18, U.S.C.

APPENDIX 9—F&A PROFESSIONAL SERVICE CONTRACTORS/GRANTEES

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Trainer	Leadership 101 Llc	671		African American
Family Violence Services	Women's Resource and Rape Assistance Program	233,326	Yes	African American
Family Violence Services	YWCA of Greater Memphis	123,032	Yes	African American
Safety Net For Minority	TENNESSEE MINORITY HEALTH COMMUNITY DEVELOPMENT	509,180.00		African American
State Appropriation	Lacy Hardaway Jr. Memorial Senior Center, Inc.	20,000	Yes	African American
Victims of Crime Act	Case Management Inc.	57,738	Yes	African American
Victims of Crime Act	Cocaine Alcohol Awareness Program	39,517	Yes	African American
STOP	Women's Resource and Rape Assistance Program	39,708	Yes	African American
STOP	YWCA of Greater Memphis	27,173	Yes	African American
Victims of Crime Act	Black Children's Institute of Tennessee	64,874	Yes	African American
Victims of Crime Act	Children & Family Services, Inc.	55,885	Yes	African American
Victims of Crime Act	Matthew Walker Comprehensive Health Center	24,071	Yes	African American
Victims of Crime Act	Victims to Victory Inc.	127,171	Yes	African American
Victims of Crime Act	Women's Resource and Rape Assistance Program	95,657	Yes	African American
Victims of Crime Act	Women's Resource and Rape Assistance Program	64,318	Yes	African American
Victims of Crime Act	YWCA of Greater Memphis	69,217	Yes	African American
			African American Count	15
			African American Total	\$ 1,550,867
Payphone Services	Interstate Telecommunications	669,861		Asian
			Asian Count	1
			Asian Total	\$ 669,861
Acquisition And Relocation Services	Delegation	1,000,000		Delegation
Boundary Surveys	Delegation	5,000,000		Delegation
Computer Training	Delegation	1,458,000.00		Delegation
Court Reporter Services	Delegation	20,000		Delegation
Court Reporters, Expert Witnesses	Delegation	25,000.00		Delegation
E Health Fund	Delegation	10,000,000.00		Delegation
Real Estate And Timber Appraisals	Delegation	1,000,000.00		Delegation
			DELEGATION Count	7
			DELEGATION Total	\$ 18,503,000
4th Annual Drug Court Conference	Tennessee Association Of Drug Court Professionals	93,011		Female

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Arrest Grant	Tennessee Coalition Against Domestic And Sexual Violence	856,296.00	Yes	Female
Arrest Policies And Protection Order Enforcement	TN Coalition Against Domestic And Sexual Violence	1,437,928.00		Female
Drug Court Fee	Tennessee Association Of Drug Court Professionals	45,000	Yes	Female
Drug Court State	21st Drug Court, Inc.	50,000.00	Yes	Female
Evaluation Of Tennessee Learn And Serve America	The Evaluation Team	117,710		Female
Family Violence	Tennessee Coalition Against Domestic And Sexual Vi	78,500		Female
Family Violence Services	Abuse Alternatives, Inc.	56,345.00	Yes	Female
Family Violence Services	Avalon Center: Domestic Violence and Sexual Assault Program	87,690.00	Yes	Female
Family Violence Services	BRIDGES of Williamson County	60,436.00	Yes	Female
Family Violence Services	CEASE, Inc.	127,649	Yes	Female
Family Violence Services	Change Is Possible CHIPS	63,483	Yes	Female
Family Violence Services	Child & Family Tennessee	197,719	Yes	Female
Family Violence Services	Domestic Violence Program, Inc.	77,345	Yes	Female
Family Violence Services	Families In Crisis, Inc.	72,082.00	Yes	Female
Family Violence Services	Family Resource Agency	54,051	Yes	Female
Family Violence Services	First Tennessee Human Resource Agency	54,726	Yes	Female
Family Violence Services	Frontier Health	50,437	Yes	Female
Family Violence Services	Genesis House, Inc.	125,333	Yes	Female
Family Violence Services	Haven House, Inc.	60,726	Yes	Female
Family Violence Services	Haven of Hope, Inc.	130,403	Yes	Female
Family Violence Services	HomeSafe of Sumner, Wilson & Robertson Counties.	121,237	Yes	Female
Family Violence Services	Hope House, Maury County Center Against Domestic Violence	62,035	Yes	Female
Family Violence Services	Morning Star Sanctuary	98,302.00	Yes	Female
Family Violence Services	Northwest Safeline	108,376.00	Yes	Female
Family Violence Services	Partnership for Families, Children and Adults	125,894	Yes	Female
Family Violence Services	Prevent Child Abuse Tennessee	25,000	Yes	Female
Family Violence Services	Prevent Child Abuse Tennessee	20,000	Yes	Female
Family Violence Services	REACHS, Inc. - Regional Education and Community Health Services	53,726	Yes	Female
Family Violence Services	SafeSpace	70,550	Yes	Female
Family Violence Services	Scott County Women's Shelter	47,401	Yes	Female
Family Violence Services	The H.O.P.E. Center, Inc.	75,051.00	Yes	Female
Family Violence Services	The Shelter, Inc.	71,747	Yes	Female
Family Violence Services	United Methodist Urban Ministries	54,066	Yes	Female

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Family Violence Services	Women Are Safe, Inc.	74,128	Yes	Female
Family Violence Services	YWCA of Nashville & Middle Tennessee	130,644	Yes	Female
Family Violence Shelter Services	Prevent Child Abuse Tennessee	25,000		Female
Governor's Meth Initiative	Campbell County Children's Center	35,000.00	Yes	Female
Governor's Meth Initiative	Child Advocacy Center of Rutherford County, Inc.	35,000	Yes	Female
Governor's Meth Initiative	Child Advocacy Center of the 23rd Judicial District	35,000	Yes	Female
Governor's Meth Initiative	Child Advocacy Center of the 3rd Judicial District	35,000	Yes	Female
Governor's Meth Initiative	Child Advocacy Center of the 9th Judicial District	35,000	Yes	Female
Governor's Meth Initiative	Children's Advocacy Center of the 1st Judicial District	35,000	Yes	Female
Governor's Meth Initiative	Children's Center of the Cumberlands	35,000	Yes	Female
Governor's Meth Initiative	Coffee County Children's Advocacy Center	35,000	Yes	Female
Governor's Meth Initiative	Junior's House Inc. Child Advocacy Center of the 17th Judicial District	35,000	Yes	Female
Governor's Meth Initiative	The H.O.P.E. Center, Inc. (10th Judicial District Children's Advocacy Center)	35,000.00	Yes	Female
Governor's Meth Initiative	Tipton County Child Advocacy Center	35,000	Yes	Female
Governor's Meth Initiative	Upper Cumberland Child Advocacy Center of the 13th Judicial District	35,000	Yes	Female
Governor's Meth Initiative	Weakley County Child Advocacy Center	35,000	Yes	Female
Housing Assistance Program	YWCA Of Nashville And Middle Tennessee	165,516		Female
Introductory Accounting Training Course	Wanda B Castleman	42,250.00		Female
ITPRO	KBM INC	7,522,060		Female
Justice Assistance Grant	Exchange Club-Carl Perkins Center	50,000.00	Yes	Female
Justice Assistance Grant	Nashville Child Advocacy Center	50,000.00	Yes	Female
Justice Assistance Grant	Nashville Children's Alliance	20,000.00	Yes	Female
Justice Assistance Grant	Tennessee Chapter of Children's Advocacy Centers	50,000.00	Yes	Female
Justice Assistance Grant	The NextDoor, Inc	70,251	Yes	Female
Mass Media Advertising For Cover Tennessee Program	Walker And Associates	2,150,000		Female
Office of Violence Against Women	YWCA of Nashville & Middle Tennessee	33,585	Yes	Female
Public Awareness Campaign	Tennessee Coalition Against Domestic	33,004		Female
Speaker	Linda Davis	1,500.00		Female
Speaker Presentation	Laura Adams	900.00		Female
State Appropriation	Alzheimer's Day Services of Memphis, Inc.	20,000.00	Yes	Female
State Appropriation	Crockett County Commission	20,000	Yes	Female
State Appropriation	Fifty Forward	20,000	Yes	Female
State Appropriation	TN Coalition Against Domestic and Sexual Violence	78,500.00	Yes	Female
State Appropriation	TN Coalition Against Domestic and Sexual Violence	100,000.00	Yes	Female

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
State Appropriation	Tipton County Commission on Aging	20,000	Yes	Female
State Of Tennessee Consultation	Katherine Viator	800		Female
STOP	Avalon Center: Domestic Violence and Sexual Assault Program	30,289.00	Yes	Female
STOP	CEASE, Inc.	17,134	Yes	Female
STOP	Child & Family Tennessee	20,995	Yes	Female
STOP	Domestic Violence Intervention Center	2,890	Yes	Female
STOP	Domestic Violence Program, Inc.	19,894.00	Yes	Female
STOP	Family Resource Agency	16,002	Yes	Female
STOP	Fayette Cares, Inc.	29,233	Yes	Female
STOP	Genesis House, Inc.	56,297	Yes	Female
STOP	Haven House, Inc.	16,870	Yes	Female
STOP	Haven of Hope, Inc.	45,431	Yes	Female
STOP	Hope House, Maury County Center Against Domestic Violence	15,887	Yes	Female
STOP	Partnership for Families, Children and Adults	45,483	Yes	Female
STOP	REACHS, Inc. - Regional Education and Community Health Services	76,256	Yes	Female
STOP	Rutherford County Government	45,491	Yes	Female
STOP	Safe Haven Center	61,463	Yes	Female
STOP	SafeSpace	20,950	Yes	Female
STOP	Scott County Womens Shelter	35,280	Yes	Female
STOP	Shelby County Crime Victims Center	49,264	Yes	Female
STOP	TN Coalition Against Domestic and Sexual Violence	113,212.00	Yes	Female
STOP	The H.O.P.E. Center, Inc.	14,578.00	Yes	Female
STOP	The Shelter, Inc.	18,913	Yes	Female
STOP	United Methodist Urban Ministries	6,650	Yes	Female
STOP	YWCA of Nashville & Middle Tennessee	63,277	Yes	Female
Travel Agency Services	THE WRIGHT TRAVEL AGENCY	330,750.00		Female
Victims of Crime Act	Abuse Alternatives, Inc.	31,440.00	Yes	Female
Victims of Crime Act	Avalon Center: Domestic Violence and Sexual Assault Program	82,257.00	Yes	Female
Victims of Crime Act	Avalon Center: Domestic Violence and Sexual Assault Program	71,931.00	Yes	Female
Victims of Crime Act	Campbell County Children's Center	41,586.00	Yes	Female
Victims of Crime Act	CASA for Kids, Inc.	9,312	Yes	Female
Victims of Crime Act	CASA of the Tennessee Heartland	13,993	Yes	Female
Victims of Crime Act	Catholic Charities of Tennessee, Inc.	76,842	Yes	Female
Victims of Crime Act	CEASE, Inc.	51,121	Yes	Female

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Victims of Crime Act	Change Is Possible CHIPS	21,194	Yes	Female
Victims of Crime Act	Child & Family Tennessee	48,790	Yes	Female
Victims of Crime Act	Child & Family Tennessee	18,907	Yes	Female
Victims of Crime Act	Child Advocacy Center of Rutherford County, Inc.	40,117	Yes	Female
Victims of Crime Act	Child Advocacy Center of the 9th Judicial District	95,243	Yes	Female
Victims of Crime Act	Children's Advocacy Center of Hamilton	58,766	Yes	Female
Victims of Crime Act	Children's Advocacy Center of Sullivan County	73,465	Yes	Female
Victims of Crime Act	Children's Advocacy Center of the 1st Judicial District	41,586	Yes	Female
Victims of Crime Act	Children's Center of the Cumberlands	59,852	Yes	Female
Victims of Crime Act	Domestic Violence Program, Inc.	48,697.00	Yes	Female
Victims of Crime Act	Domestic Violence Program, Inc.	20,533.00	Yes	Female
Victims of Crime Act	Domestic Violence Program, Inc.	44,000.00	Yes	Female
Victims of Crime Act	Domestic Violence Program, Inc.	11,492.00	Yes	Female
Victims of Crime Act	Exchange Club Family Center of the Mid-South, Inc..	104,798.00	Yes	Female
Victims of Crime Act	Exchange Club-Carl Perkins Center	111,649.00	Yes	Female
Victims of Crime Act	Families In Crisis, Inc.	36,694.00	Yes	Female
Victims of Crime Act	Family & Children's Service	25,405.00	Yes	Female
Victims of Crime Act	Family & Children's Service	73,676	Yes	Female
Victims of Crime Act	Family Resource Agency	44,422	Yes	Female
Victims of Crime Act	Family Resource Agency	45,631	Yes	Female
Victims of Crime Act	Family Services of the Mid-South	32,023	Yes	Female
Victims of Crime Act	Family Services of the Mid-South	35,854	Yes	Female
Victims of Crime Act	Fifty Forward	51,134	Yes	Female
Victims of Crime Act	Frontier Health	43,569	Yes	Female
Victims of Crime Act	Genesis House, Inc.	75,868	Yes	Female
Victims of Crime Act	Haven House, Inc.	40,119	Yes	Female
Victims of Crime Act	Haven of Hope, Inc.	64,112	Yes	Female
Victims of Crime Act	HomeSafe of Sumner, Wilson & Robertson Counties .	134,222	Yes	Female
Victims of Crime Act	Hope House, Maury County Center Against Domestic Violence	43,997	Yes	Female
Victims of Crime Act	Kid's Place, Child Advocacy Center	37,309.00	Yes	Female
Victims of Crime Act	MADD Tennessee	49,378.00	Yes	Female
Victims of Crime Act	Memphis Child Advocacy Center	43,504.00	Yes	Female
Victims of Crime Act	Monroe County Health Council	22,500.00	Yes	Female
Victims of Crime Act	Nashville Child Advocacy Center	85,252.00	Yes	Female
Victims of Crime Act	Northwest Safeline	49,771	Yes	Female

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Victims of Crime Act	Northwest TN Economic Development Council	74,613	Yes	Female
Victims of Crime Act	Partnership for Families, Children and Adults	68,197	Yes	Female
Victims of Crime Act	Partnership for Families, Children and Adults	92,543	Yes	Female
Victims of Crime Act	Partnership for Families, Children and Adults	105,145	Yes	Female
Victims of Crime Act	Prevent Child Abuse Tennessee	25,686	Yes	Female
Victims of Crime Act	REACHS, Inc. - Regional Education and Community Health Services	65,603	Yes	Female
Victims of Crime Act	Safe Haven Center	100,000	Yes	Female
Victims of Crime Act	Safe Haven Center	228,308	Yes	Female
Victims of Crime Act	Safe Haven Center	104,816	Yes	Female
Victims of Crime Act	SafeSpace	99,391	Yes	Female
Victims of Crime Act	Scott County Womens Shelter	34,376	Yes	Female
Victims of Crime Act	Shelby County Crime Victims Center	28,437	Yes	Female
Victims of Crime Act	Shelby County Crime Victims Center	85,863	Yes	Female
Victims of Crime Act	Tennessee CASA Association, Inc.	3,128.00	Yes	Female
Victims of Crime Act	The Florence Crittenton Agency, Inc.	34,041.00	Yes	Female
Victims of Crime Act	The H.O.P.E. Center, Inc.	63,771.00	Yes	Female
Victims of Crime Act	The H.O.P.E. Center, Inc. (10th Judicial District Children's Advocacy Center)	65,794	Yes	Female
Victims of Crime Act	The Shelter, Inc.	46,614	Yes	Female
Victims of Crime Act	United Methodist Urban Ministries	39,849	Yes	Female
Victims of Crime Act	Williamson County Child Advocacy Center	38,162	Yes	Female
Victims of Crime Act	Wilson County CASA, Inc.	21,664	Yes	Female
Victims of Crime Act	Women Are Safe, Inc.	61,998	Yes	Female
Victims of Crime Act	You Have the Power...Know How to Use It, Inc.	17,590	Yes	Female
Victims of Crime Act	YWCA of Knoxville	25,560	Yes	Female
Victims of Crime Act	YWCA of Nashville & Middle Tennessee	93,467	Yes	Female
			Female Count	162
			Female Total	\$ 20,952,509
Administration Of The Community Services Agency	Mid-Cumberland Community Services Agency	100,000		Government
AFIS	Tennessee Bureau of Investigation	622,440	Yes	Government
AmeriCorps*State	Upper Cumberland Comm Svcs	138,600	YES	Government
ANALYZE BASIC EDUCATION PROGRAM FUNDING FORMULA	University Of Tennessee	139,909		Government
Byrne	Tennessee Administrative Office Of The Courts	45,000	Yes	Government
Byrne	Tennessee Bureau Of Investigation	45,000.00	Yes	Government

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Conduct, Analyze And Report Survey Findings	University Of Tennessee	34,099		Government
Cover Tennessee Assistance	Northeast Community Service Agency	321,075		Government
Cover Tennessee Assistance Program	Midwest Community Service Agency	408,175		Government
Cover Tennessee Program Assistance	South Central Community Service Agency	137,500		Government
Cover Tennessee Program Assistance	Southeast Community Service Agency	324,830		Government
Cover Tennessee Program Assistance	Mid Cumberland Community Service Agency	343,750		Government
Cover Tennessee Program Assistance	Upper Cumberland Community Service Agency	216,460		Government
Cover Tennessee Program Assistance	Southwest Community Service Agency	395,105		Government
Cover Tennessee Program Assistance	Memphis And Shelby County Community Service Agency	430,090		Government
Coverdell	Bruce P. Levy, M.D., State Medical Examiner	64,675	Yes	Government
Coverdell	Tennessee Bureau Of Investigation	150,000.00	Yes	Government
Criminal History Improvement Grant	Tennessee Administrative Office Of Courts	187,507.00		Government
Criminal History Improvement Grant	TBI	39,817.00		Government
Digital Map Data Products	Tennessee Department Of Transportation	1,200,000		Government
Drug Court Fee	Shelby County Government	75,000	Yes	Government
Drug Court Fee	Anderson County Government	60,000	Yes	Government
Drug Court Fee	Bradley County Government	50,000	Yes	Government
Drug Court Fee	DeKalb County Government	70,000	Yes	Government
Drug Court Fee	Fayette County Government	60,000	Yes	Government
Drug Court Pilot	Metropolitan Government of Nashville and Davidson County	247,000	Yes	Government
Drug Court State	Morgan County Government	50,000.00	Yes	Government
Drug Court State	Shelby County Government	500,000	Yes	Government
Drug Court State	Benton County Government	60,000	Yes	Government
Drug Court State	Blount County Government	50,000	Yes	Government
Drug Court State	Bradley County Government	50,000	Yes	Government
Drug Court State	Campbell County Government	50,000	Yes	Government
Drug Court State	City of Jackson	50,000.00	Yes	Government
Drug Court State	Coffee County Government	100,000.00	Yes	Government
Drug Court State	Crockett County Government		Yes	Government
Drug Court State	Cumberland County Government	20,000	Yes	Government
Drug Court State	Dyer County Government	50,000	Yes	Government
Drug Court State	Hamblen County Government	50,000	Yes	Government
Drug Court State	Hamilton County Government	500,000	Yes	Government
Drug Court State	Knox County Government	500,000	Yes	Government

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Drug Court State	Madison County Government	50,000	Yes	Government
Drug Court State	Metropolitan Government of Nashville and Davidson County	500,000	Yes	Government
Drug Court State	Montgomery County Government	50,000	Yes	Government
Drug Court State	Rutherford County Government	50,000	Yes	Government
Drug Court State	Scott County Government	50,000	Yes	Government
Drug Court State	Sumner County Government	50,000	Yes	Government
Drug Court State	Warren County Government	50,000	Yes	Government
Drug Court State	White County Government	20,000	Yes	Government
Drug Court State	Wilson County Government	50,000	Yes	Government
Evaluate Smart Technology	Tennessee Technological University	500,000.00		Government
Evaluation Of 2006-2009 Tenn Learn And Serve Ameri	University Of Tennessee Institute For Assessment	80,058		Government
Foreign Language Interpretation	Tennessee Foreign Language Institute	100,000.00		Government
Governor's Meth Initiative	Tennessee District Attorneys General Conference	71,800.00	Yes	Government
Internet Crimes Against Children Initiative	Metro Government Of Nashville And Davidson County	950,000		Government
Internet Crimes Against Children Initiative	City Of Memphis	950,000		Government
Internet Crimes Against Children Initiative	City Of Knoxville	950,000		Government
Justice Assistance Grant	Shelby County Government	75,000	Yes	Government
Justice Assistance Grant	Shelby County Government	75,000	Yes	Government
Justice Assistance Grant	12th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	13th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	14th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	17th Judicial District Attorney General	12,000	Yes	Government
Justice Assistance Grant	17th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	19th Judicial District Attorney General's Office	72,000.00	Yes	Government
Justice Assistance Grant	1st Judicial District Attorney General's Office	72,000.00	Yes	Government
Justice Assistance Grant	22nd Judicial District Attorney General's Office	78,000.00	Yes	Government
Justice Assistance Grant	24th Judicial District Attorney General's Office	72,000.00	Yes	Government
Justice Assistance Grant	25th Judicial District Attorney General's Office	78,000.00	Yes	Government
Justice Assistance Grant	27th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	2nd Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	30th Judicial District Attorney General	216,000	Yes	Government
Justice Assistance Grant	3rd Judicial District Attorney General's Office	78,000	Yes	Government
Justice Assistance Grant	4th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	8th Judicial District Attorney General's Office	72,000	Yes	Government

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Justice Assistance Grant	9th Judicial District Attorney General's Office	72,000	Yes	Government
Justice Assistance Grant	City of Bristol	51,079	Yes	Government
Justice Assistance Grant	City of Chattanooga	15,000	Yes	Government
Justice Assistance Grant	City of Chattanooga	63,814	Yes	Government
Justice Assistance Grant	City of Chattanooga	15,000	Yes	Government
Justice Assistance Grant	City of Covington	75,000	Yes	Government
Justice Assistance Grant	City of Elizabethton	2,240	Yes	Government
Justice Assistance Grant	City of Henderson	66,725.00	Yes	Government
Justice Assistance Grant	City of Hendersonville	74,956.00	Yes	Government
Justice Assistance Grant	City of Jackson	44,240.00	Yes	Government
Justice Assistance Grant	City of Johnson City	37,899.00	Yes	Government
Justice Assistance Grant	City of Knoxville	75,000.00	Yes	Government
Justice Assistance Grant	Franklin County Government	71,121	Yes	Government
Justice Assistance Grant	Franklin County Government	17,651	Yes	Government
Justice Assistance Grant	Sevier County	50,000	Yes	Government
Justice Assistance Grant	Tennessee Administrative Office of the Courts	22,500	Yes	Government
Justice Assistance Grant	Tennessee Administrative Office of the Courts	74,849	Yes	Government
Justice Assistance Grant	Tennessee Department of Commerce and Insurance	50,925.00	Yes	Government
Justice Assistance Grant	Tennessee Department of Commerce and Insurance	105,390.00	Yes	Government
Justice Assistance Grant	Tennessee Department of Commerce and Insurance	39,408.00	Yes	Government
Justice Assistance Grant	Tennessee Department of Correction	318,750.00	Yes	Government
Justice Assistance Grant	Tennessee Department of Safety	210,788.00	Yes	Government
Justice Assistance Grant	Tennessee Department of the Military	75,000.00	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	56,250	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	71,483	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	62,121	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	38,721	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	75,000	Yes	Government
Justice Assistance Grant	Tennessee District Attorneys General Conference	51,385	Yes	Government
Justice Assistance Grant	Tennessee Public Defenders Conference	60,000	Yes	Government
Justice Assistance Grant	Unicoi County Government	31,906	Yes	Government
Learn & Serve America - Community	Bells City Schools	20,000	YES	Government
Learn & Serve America - Community	Franklin County Board of Education	20,000	YES	Government
Learn & Serve America - Community	McNairy County Schools	20,000	YES	Government
Learn & Serve America - Community	South Carrol Special School District	20,000	YES	Government
Learn & Serve America - Community	Tennessee Technological University	65,000	YES	Government

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Learn & Serve America - Community	Tracy City Elementary	20,000	YES	Government
Meth Training Initiative	TBI	710,000.00		Government
Meth Treatment Project	Weakley County Government	600,000		Government
Methamphetamine Awareness	Tennessee District Attorneys General Conference	1,500,000.00		Government
Methamphetamine Initiative Award	Education	200,000.00		Government
National Criminal History Improvement Program	Tennessee Administrative Office Of The Courts	56,883	Yes	Government
National Criminal History Improvement Program	Tennessee Bureau Of Investigation	118,090.00	Yes	Government
National Criminal History Improvement Program	Tennessee Administrative Office Of The Courts	241,108.00		Government
National Criminal History Improvement Program	Tennessee Bureau Of Investigation	118,090.00		Government
National Forensics Improvement Act	Tennessee Bureau Of Investigations	150,000.00		Government
PDAT(Program Development Assistance/Training)	Knoxville CAC	1,957.52	YES	Government
Psychological Examinations	Safety	15,000		Government
Psychological Examinations Of Co S	Commerce And Insurance	15,000.00		Government
Residential Substance Abuse Treatment	Metropolitan Government Of Nashville And Davidson County	50,000	Yes	Government
Residential Substance Abuse Treatment	Washington County Government	99,988	Yes	Government
Residential Substance Abuse Treatment	Washington County Government	199,976		Government
Residential Substance Abuse Treatment	Davidson County Residential Drug Court Program	100,000		Government
Sex Offender Data Mapping Grant	TBI	200,000.00		Government
Smart Card Pilot Program Support And Evaluation	Tennessee Technological University	72,000.00		Government
State Appropriation	City of Memphis	300,000	Yes	Government
State Appropriation	City of Knoxville	300,000.00	Yes	Government
State Appropriation	Metropolitan Government of Nashville and Davidson County	300,000	Yes	Government
State Appropriation	Tennessee Association of Chiefs of Police	612,000	Yes	Government
State Appropriation	Tennessee Department of Education	50,000.00	Yes	Government
State Appropriation	Weakley County Government	200,000	Yes	Government
STOP	City of Memphis	21,100	Yes	Government
STOP	City of Ripley	66,067	Yes	Government
STOP	14th Judicial District Attorney General	77,172	Yes	Government
STOP	21st Judicial District Attorney General's Office	82,812.00	Yes	Government
STOP	23rd Judicial District Attorney General	91,838.00	Yes	Government
STOP	2nd Judicial District Attorney General	91,752	Yes	Government

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
STOP	30th Judicial District Attorney General's Office	91,752	Yes	Government
STOP	6th Judicial District Attorney General	91,114	Yes	Government
STOP	City of Bristol	39,000	Yes	Government
STOP	City of Dyersburg	50,000	Yes	Government
STOP	City of Jackson	80,000.00	Yes	Government
STOP	City of LaFollette	52,574.00	Yes	Government
STOP	Johnson County Safe Haven, Inc.	11,886	Yes	Government
STOP	Sullivan County Government	79,835	Yes	Government
Student Assistant Services	Nashville State Technical Community College	4,666,150.00		Government
Victims of Crime Act	Madison County Government	28,671.00	Yes	Government
Victims of Crime Act	City Of Memphis	164,281	Yes	Government
Victims of Crime Act	1st Judicial District Attorney General's Office	28,254.00	Yes	Government
Victims of Crime Act	20th Judicial District Attorney General's Office	127,103.00	Yes	Government
Victims of Crime Act	21st Judicial District Attorney General's Office	58,338.00	Yes	Government
Victims of Crime Act	22nd Judicial District Attorney General's Office	38,607.00	Yes	Government
Victims of Crime Act	2nd Judicial District Attorney General's Office	85,863	Yes	Government
Victims of Crime Act	30th Judicial District Attorney General's Office	33,266	Yes	Government
Victims of Crime Act	30th Judicial District Attorney General's Office	37,205	Yes	Government
Victims of Crime Act	Metropolitan Government Of Nashville And Davidson County	47,983	Yes	Government
Wage Reports	Labor	3,000		Government
			Government Count	162
			Government Total	\$ 28,508,807
Accept Payments	Dfs Services Llc	350,000		NOT minority/ disadvantaged
AccessTN Outreach	Health Assist Tennessee	283,216		NOT minority/ disadvantaged
Actuarial Services	Willis Of Tennessee	200,000.00		NOT minority/ disadvantaged
Acturial Services	Buck Consultants	1,500,000.00		NOT minority/ disadvantaged
Administrative Services	Pomco	10,000,000.00		NOT minority/ disadvantaged
Ahrq Demonstration Project	Vanderbilt University	12,353,030.00		NOT minority/ disadvantaged
AIMS SUPPORT AND MAINTENANCE	AOS USA	296,159		NOT minority/ disadvantaged
AmeriCorps*State	Knoxville CAC	315,000	YES	NOT minority/ disadvantaged
AmeriCorps*State	Vanderbilt Univ Medical Ctr	163,799	YES	NOT minority/ disadvantaged
AmeriCorps*State	AIM Center, Inc.	123,390	YES	NOT minority/ disadvantaged
AmeriCorps*State	Appalachia Habitat for Humanity	220,500	YES	NOT minority/ disadvantaged
AmeriCorps*State	Clinch Powell RC&D Council	163,802	YES	NOT minority/ disadvantaged
AmeriCorps*State	Emerald Youth Foundation	116,550	YES	NOT minority/ disadvantaged

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
AmeriCorps*State	Exchange Club Carl Perkins	214,199	YES	NOT minority/ disadvantaged
AmeriCorps*State	Exchange Club Family Ctr	245,700	YES	NOT minority/ disadvantaged
AmeriCorps*State	MidAmerica Habitat	100,756	YES	NOT minority/ disadvantaged
AmeriCorps*State	Porter-Leath Children's Center	315,000	YES	NOT minority/ disadvantaged
AmeriCorps*State	Tennessee's Community Assistance Corporation	511,560	YES	NOT minority/ disadvantaged
Benchmarking Services	Nasact	1,036,900.00		NOT minority/ disadvantaged
Benefits Consulting Services	Aon Consulting	2,000,000		NOT minority/ disadvantaged
Boundary Survey	Grw Engineers	2,043,423		NOT minority/ disadvantaged
Call Center Services	Health Assist Tennessee	466,594		NOT minority/ disadvantaged
Consulting Services	Buck Consultants	1,100,000		NOT minority/ disadvantaged
Consulting Services	Cynthia Shirk	100,000.00		NOT minority/ disadvantaged
Consulting Services	Health Management Associates	230,000.00		NOT minority/ disadvantaged
Consulting Services For All Cover Tennessee Plans	Aon Consulting	2,000,000		NOT minority/ disadvantaged
Cover Tennessee Data Storage	Thomson Healthcare	340,000		NOT minority/ disadvantaged
Coverrx Administrative Services	Express Scripts	44,000,000.00		NOT minority/ disadvantaged
Covertn Program Plan A	Blue Cross Blue Shield Of Tennessee	50,000,000		NOT minority/ disadvantaged
Covertn Program Plan B	Blue Cross Blue Shield Of Tennessee	50,000,000		NOT minority/ disadvantaged
Credit Card Acceptance	American Express Travel Related Services Company	1,500,000.00		NOT minority/ disadvantaged
Credit Card Processing	Link2gov Corporation	5,000,000.00		NOT minority/ disadvantaged
Disaster Recovery	Sunguard Availability Services Lp	4,342,027		NOT minority/ disadvantaged
Disbursement Of Grant Funds To Medical Treatment	Innovation Valley Health Information Network	1,100,000		NOT minority/ disadvantaged
Ebt Services	Citibank Fsb	39,010,096.00		NOT minority/ disadvantaged
Ehealth Rhio Startup Initiative	Innovation Valley Health Information Network	100,000		NOT minority/ disadvantaged
Employee Assistance Program	Magellan Behavioral Health	32,000,000		NOT minority/ disadvantaged
Employee Wellness Health Promotion	Healthways Healthtrends	1,500,000		NOT minority/ disadvantaged
Erp Integration Services	Maximus	66,127,547		NOT minority/ disadvantaged
Erp Software And Support	Oracle Usa	10,884,053		NOT minority/ disadvantaged
Erp Software And Support Services	Maximus	3,024,950		NOT minority/ disadvantaged
Family Violence Services	Johnson County Safe Haven, Inc.	67,228	Yes	NOT minority/ disadvantaged
Federal Review Appraiser	Pipkin Associates	250,000		NOT minority/ disadvantaged
Forensic Sciences Improvement Act	Bruce P Levy State Medical Examiner	60,000		NOT minority/ disadvantaged
Forensic Sciences Improvement Grant	Bruce P Levy Md State Medical Examiner	64,675		NOT minority/ disadvantaged
Gcts	Lockheed Martin Desktop Solutions Inc	502,182		NOT minority/ disadvantaged
Health Insurance Information Serv	Thomson Healthcare	4,420,840		NOT minority/ disadvantaged
Hipaa Privacy/Related Mgmt Training	Phoenix Health Systems Inc	429,000		NOT minority/ disadvantaged

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Hmo Chattanooga	United Healthcare Svcs Co Of The River Valley Inc	6,300,000		NOT minority/ disadvantaged
Hmo Knoxville	United Healthcare Svcs Co Of The River Valley Inc	15,600,000		NOT minority/ disadvantaged
Hmo Memphis	Connecticut General Life Insurance Company	10,000,000.00		NOT minority/ disadvantaged
Hmo Nashville	Connecticut General Life Insurance Company	15,000,000.00		NOT minority/ disadvantaged
Hmo Tricities	United Healthcare Svcs Co Of The River Valley Inc	7,100,000		NOT minority/ disadvantaged
Human Resource Consulting	Segal Company (Eastern States)	500,000.00		NOT minority/ disadvantaged
Internet Predators Awareness Prog	Tennessee Association Of Chiefs Of Police	750,000		NOT minority/ disadvantaged
Interoperable Standards	Carespark	1,000,000.00		NOT minority/ disadvantaged
It Research & Advisory Subscription Services	Gartner Inc	1,144,918		NOT minority/ disadvantaged
ITPRO	CIBER INC	21,100,000		NOT minority/ disadvantaged
Justice Assistance Grant	Counseling and Consultation Services, Inc.	75,000	Yes	NOT minority/ disadvantaged
Justice Assistance Grant	Southeastern Law Enforcement Training Seminars	12,126.00	Yes	NOT minority/ disadvantaged
Justice Assistance Grant	University of Tennessee	75,000	Yes	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Boys & Gilsr Clubs of TN Valley (Lenoir City/Loudon County Club Site)	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Boys & Girls Clubs of TN Valley (Vestal Club Site)	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Break the Cycle, Inc.	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Cannon County Reach Programs	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	First Missionary Baptist Church	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Little Children of the World	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Sonshine Avenue Ministry, Inc.	50,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Tennessee's Community Assistance Corporation	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	Trenton Housing Authority	20,000	YES	NOT minority/ disadvantaged
Learn & Serve America - Community Based	YWCA Bristol	20,000	YES	NOT minority/ disadvantaged
Legislative & Policy Consulting	Andy Womack	15,000.00		NOT minority/ disadvantaged
Life Insurance	Fort Dearborn Life	52,000,000		NOT minority/ disadvantaged
Long Term Care Insurance	Medamerica Insurance Company	75,000,000		NOT minority/ disadvantaged
Maintenance At&T/Cisco Net Equip	Avaya Inc	7,263,829.00		NOT minority/ disadvantaged
Managing Applications Awards And Disbursements	Cumberland Pediatric Ipa	2,894,000		NOT minority/ disadvantaged
Mass Media Advertising Services For Cover Tn	Walker And Associates	5,000,000		NOT minority/ disadvantaged

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Medical Data Sharing	Mid South Ehealth Alliance	543,085		NOT minority/ disadvantaged
Medication Assistance	Middle Tennessee Medical Center Foundation	357,453.00		NOT minority/ disadvantaged
Mtrhin Implementation And Management	Community Health Network	1,398,875		NOT minority/ disadvantaged
Multiagency Regulatory System	System Automation Corporation	4,808,495		NOT minority/ disadvantaged
National Service Programs Training & Tech Asst	Vanderbilt University	7,504		NOT minority/ disadvantaged
Net Tn Advancement	Qsource	3,300,000		NOT minority/ disadvantaged
Net Tn Connectivity Advancement	Community Health Network	1,000,000		NOT minority/ disadvantaged
Network	Bellsouth Telecommunications/Qwest Comm	180,000,000.00		NOT minority/ disadvantaged
Optional Term Life Insurance	Provident Life And Accident Company	37,000,000.00		NOT minority/ disadvantaged
Optional Universal Life Insurance	Provident Life And Accident	17,500,000		NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	AIM Center, Inc.	1,535.00	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Appalachia Habitat for Humanity	1,999.00	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Clinch-Powell RC&D	12,000.00	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Emerald Youth Foundation	2,097.20	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Exchange Club Family Ctr	2,288.68	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Exchange Club Carl Perkins Ctr	1,893.44	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Porter Leath	2,000.00	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	TN Community Assistance Corporation	2,300.00	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Upper Cumberland Community Services Agency	1,999.92	YES	NOT minority/ disadvantaged
PDAT (Program Development Assistance/Training)	Vanderbilt Univ Medical Ctr	2,000.00	YES	NOT minority/ disadvantaged
PDO Dental Plan	Delta Dental Plan Of Tennessee	33,000,000		NOT minority/ disadvantaged
Portal Services	Nicusa Inc	10,245,300		NOT minority/ disadvantaged
Pos East	Connecticut General Life Insurance Company	15,000,000.00		NOT minority/ disadvantaged
Pos Middle	Connecticut General Life Insurance Company	25,000,000.00		NOT minority/ disadvantaged
Pos West	Connecticut General Life Insurance Company	13,000,000.00		NOT minority/ disadvantaged
Prepaid Dental Insurance	Union Security Insurance Company	15,000,000.00		NOT minority/ disadvantaged
Professional Services	Informa	112,500		NOT minority/ disadvantaged
Project Management	Tennessee Geographic Information	12,900,000		NOT minority/ disadvantaged
Provide Training And Assistance	Hands On Nashville	62,030		NOT minority/ disadvantaged
Provide Volunteer Recognition Training And Support	Volunteer Memphis	5,000		NOT minority/ disadvantaged
Quality Assurance	Qsource	181,091		NOT minority/ disadvantaged
Quality Assurance Independent Verification	The North Highland Company	2,472,500		NOT minority/ disadvantaged
Recovery Services	Prg Schultz Usa	600,000.00		NOT minority/ disadvantaged
Research Scanner Technology	Local Government Corporation	990.00		NOT minority/ disadvantaged

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Rfp	Performance Vistas	0.00	Yes	NOT minority/ disadvantaged
Self Insured Ppo Services	Blue Cross Blue Shield Of Tennessee	45,000,000.00		NOT minority/ disadvantaged
Space Planning	Alfred Williams & Co	850,000		NOT minority/ disadvantaged
Statewide Automated Child Welfare Information	Dynamics Research Corporation	25,575,677		NOT minority/ disadvantaged
Statewide Collection Agency Services	Osi Collection Services	200,000.00		NOT minority/ disadvantaged
STOP	Legal Aid of East Tennessee, Inc.	16,321	Yes	NOT minority/ disadvantaged
STOP	Legal Aid Society of Middle Tennessee and the Cumberland	22,436	Yes	NOT minority/ disadvantaged
STOP	Legal Aid Society of Middle Tennessee and the Cumberland	48,739.00	Yes	NOT minority/ disadvantaged
STOP	Rape and Sexual Abuse Center	16,952.00	Yes	NOT minority/ disadvantaged
STOP	Southeast Tennessee Legal Services	33,533.00	Yes	NOT minority/ disadvantaged
STOP	West Tennessee Legal Services, Inc.	45,965	Yes	NOT minority/ disadvantaged
Technical Support Services	Diebold Infrmation And Security Systems	5,805,138		NOT minority/ disadvantaged
Title And Closing Serv	Real Estate Loan Services Of Tennessee Inc	1,000,000		NOT minority/ disadvantaged
Training And Technical Assistance	Volunteer Center Of Greeneville Greene County	5,000		NOT minority/ disadvantaged
Training And Technical Assistance	United Way Of Greater Chattanooga	5,000		NOT minority/ disadvantaged
Training And Technical Assistance	Volunteer Memphis	5,000		NOT minority/ disadvantaged
Underwriting And Administrative Services	Fort Dearborn Life Insurance Company	340,000		NOT minority/ disadvantaged
Urgent Care And Triage Services	Regional Medical Center At Memphis	2,361,846.00		NOT minority/ disadvantaged
Victims of Crime Act	Catholic Charities Of East Tennessee	34,943	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Centerstone Community Mental Health Centers, Inc.	43,654	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Centerstone Community Mental Health Centers, Inc.	47,923	Yes	NOT minority/ disadvantaged
Victims of Crime Act	First Tennessee Human Resource Agency	35,508	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Johnson County Safe Haven, Inc.	24,283	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Of East Tennessee, Inc.	58,122	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Of East Tennessee, Inc.	44,981	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Of East Tennessee, Inc.	28,886	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Society Of Middle Tennessee And The Cumberland	46,190.00	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Society Of Middle Tennessee And The Cumberland	51,131.00	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Legal Aid Society Of Middle Tennessee And The Cumberland	53,340.00	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Oasis Center Inc.	32,677.00	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Rape And Sexual Abuse Center	258,358.00	Yes	NOT minority/ disadvantaged
Victims of Crime Act	Volunteer Behavioral Health Care System	104,143	Yes	NOT minority/ disadvantaged
Victims of Crime Act	West Tennessee Legal Services, Inc.	99,375	Yes	NOT minority/ disadvantaged

SERVICE DESCRIPTION	CONTRACTOR NAME	AMOUNT	SUBRECIPIENT	CONTRACTOR DESCRIPTION
Volunteer Recognition And Other Services	Volunteer Center Of Greeneville/Greene County	5,000		NOT minority/ disadvantaged
Volunteer Recognition, Training, Support	Hands On Nashville	50,500		NOT minority/ disadvantaged
Volunteer Recognition, Training, Support	United Way Of Greater Chattanooga	5,000		NOT minority/ disadvantaged
Drug Court Fee	Friends Of The Court	70,000	Yes	NOT minority/ disadvantaged
Drug Court State	12th Judicial District Drug Court Foundation	50,000	Yes	NOT minority/ disadvantaged
Drug Court State	23rd District Judicial Advocates, Inc.	50,000	Yes	NOT minority/ disadvantaged
Drug Court State	Obion County Government	50,000.00	Yes	NOT minority/ disadvantaged
		NOT minority/ disadvantaged Count		151
		NOT minority/ disadvantaged Total		\$ 1,028,332,606
Boundary Survey Of Pogue Creek State Natural Area	Appalachian Cornerstone Surveying	182,582		SMALL BUSINESS
Consulting Services For CoverTN	Harkey Research	245,000		SMALL BUSINESS
Data Entry Services	Knoxville Computer Corporation	1,050,000		SMALL BUSINESS
Development Of Insurance Risk Pool	Abbe Communication And Management Services	50,000		SMALL BUSINESS
Employment Applicant Services It System	Governmentjobs.Com Inc D/B/A Neogov Inc	276,000		SMALL BUSINESS
Erp Consulting Services	Salvaggio And Teal	7,454,850		SMALL BUSINESS
Erp Software And Support Services	N Harris Computer Corporation	669,261		SMALL BUSINESS
Erp Software And Support Services	HI Group	578,730		SMALL BUSINESS
Evaluation Of Grant Programs	Perf0rmance Vistas	654,175		SMALL BUSINESS
Itpro	Majestic Systems Integration Co/Nashville Inc	5,000,000		SMALL BUSINESS
Land Survey Of Bear Hollow North Wildlife	Michael A Barry Land Surveying & Forestry	155,826		SMALL BUSINESS
State Employee Child Care Center	Educational Excellence Academy	300,000		SMALL BUSINESS
Tnii Consulting Services	Tellenium Group	397,846		SMALL BUSINESS
			SMALL BUSINESS Count	14
			SMALL BUSINESS Total	\$ 18,614,270
			Grand Count	512
			Grand Total	\$ 1,117,131,921

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